

The Public SECTOR

Official Publication of The Civil Service Employees Association Local 1000,
American Federation of State, County and Municipal Employees AFL-CIO.

Vol. 5, No. 46

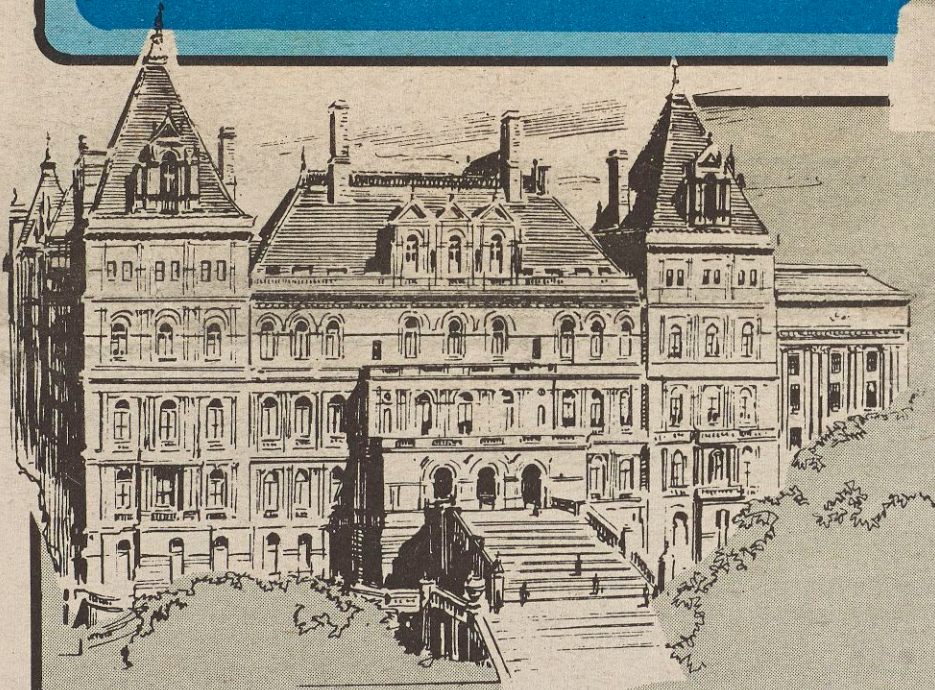
Friday, July 13, 1984



(ISSN 0164 9949)



DAN MCGILVRAY JR. is all smiles after his fellow workers at Gowanda Psychiatric Center selected him 'employee of the year' at the facility. McGilvray, a stores clerk for 21 years at Gowanda, was one of more than 30 employees around the state honored by the state Office of Mental Health for outstanding service in 1983. For a list of those outstanding employees and why each was selected, see pages 16 and 17.



Impressive list of union-backed bills enacted by state lawmakers

ALBANY — CSEA members will benefit from an impressive number of union victories in this year's legislative session.

"Many bills that CSEA has fought for were passed by this Legislature," said CSEA President William L. McGowan.

LOCAL GOVERNMENT EARLY RETIREMENT

An early retirement bill for local government workers was one of the biggest victories. Thousands of state workers in CSEA bargaining units took advantage of the early retirement incentives that were offered to them. The union has been lobbying to provide the same benefits to eligible local government workers.

Last year the bill was blocked by the state Senate. This year President McGowan met with Senate Majority Leader Warren Anderson near the end of the session to press for passage of the bill. McGowan's efforts paid off and the bill passed the Senate.

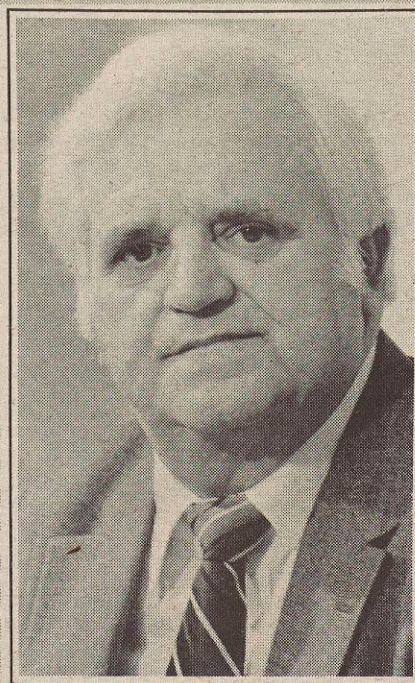
On the night the Assembly took up the bill a rumor spread in the Capitol that because CSEA won its Tier III lawsuit (see page 20) the early retirement bill would be too costly. CSEA Lobbyist James Featherstonhaugh moved quickly to kill the rumor. Featherstonhaugh moved through the Capitol speaking with legislators and their staff to make sure the early retirement bill would pass. He succeeded.

The bill gives individual local governments the option to offer their eligible employees three years retirement service credit.

"This bill will benefit those eligible employees who choose to retire and it will help to prevent layoffs in many localities that are facing a fiscal crunch," said Featherstonhaugh.

As with most of the bills passed by the Legislature, the early retirement

(Continued on Page 12)



'Pension supplementation is an important victory. The union has fought hard to win a decent increase in the pension of its retirees.'

—WILLIAM L. MCGOWAN



'This bill will benefit those ... who choose to retire and it will help prevent layoffs in many localities that are facing a financial crunch.'

—JAMES FEATHERSTONHAUGH

New slates of officers begin three-year terms as regional officials

New slates of regional officers elected by CSEA members in elections concluded last month began three-year terms of office on July 1.

Ballots in the regional elections were tabulated on June 15 by an independent outside agency, Independent Election Corporation of America (IECA), which also prepared and mailed ballots used in the election. Prior to the start of the new terms of office on July 1, CSEA's elections procedures committee considered and denied all protests filed in connection with the election.

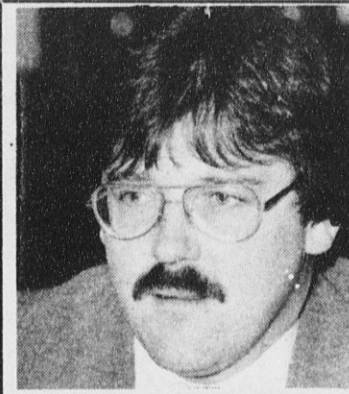
Following are the official slates of regional officers:



REGION I

DANNY DONOHUE, President
NICHOLAS ABBATIELLO, First Vice President
THERESE RIBAUDO, Second Vice President
CAROL CRAIG, Third Vice President
JACK GERAGHTY, Fourth Vice President
DOROTHY GOETZ, Secretary
SAM PISCITELLI, Treasurer

DANNY DONOHUE



REGION IV

C. ALLEN MEAD, President
JOAN M. TOBIN, First Vice President
BARBARA L. SKELLY, Second Vice President
LOUIS J. ALTIERI, Third Vice President
JUDY REMINGTON, Secretary
BARBARA A. STACK, Treasurer

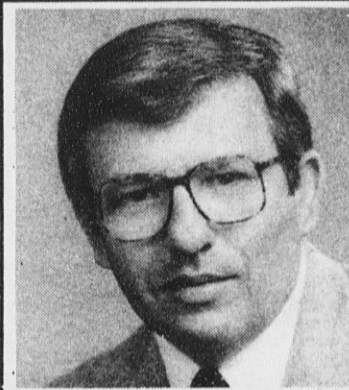
C. ALLEN MEAD



REGION II

GEORGE BONCORAGLIO, President
FLOYD PAYNE, First Vice President
HELEN BOYD, Second Vice President
DENIS TOBIN, Third Vice President
ANN WORTHY, Secretary
SHARON KATZ, Treasurer

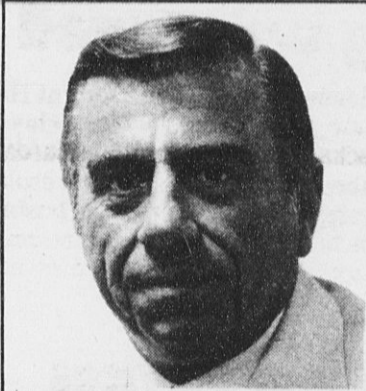
GEORGE BONCORAGLIO



REGION V

JIM MOORE, President
PATRICIA CRANDALL, Executive Vice President
MARY E. SULLIVAN, First Vice President
DOLORES HERRIG, Second Vice President
GEORGE MCCARTHY, Third Vice President
HELEN HANLON, Secretary
LINDA L. FIORENTINO, Treasurer

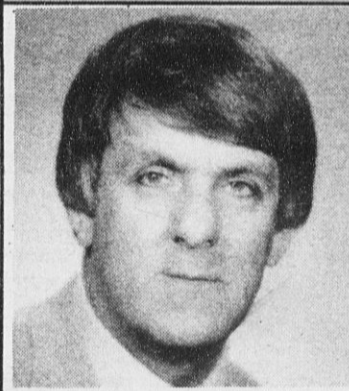
JIM MOORE



REGION III

PAT MASCIOLI, President
JOHN CASSIDY, First Vice President
HAROLD F. RYAN, Second Vice President
ROSE MARCINKOWSKI, Third Vice President
GRACE WOODS, Secretary
ELEANOR McDONALD, Treasurer

PAT MASCIOLI



REGION VI

ROBERT L. LATTIMER, President
FLORENCE TRIPI, First Vice President
SARA SIEVERT, Second Vice President
THOMAS J. WARZEL, Third Vice President
SHEILA BROGAN, Secretary
JAMES V. KURTZ, Treasurer

ROBERT L. LATTIMER



Board of Directors

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's statewide Board of Directors at the board's official meetings. The summary is prepared by statewide Secretary Irene Carr for the information of union members.

By Irene Carr
CSEA Statewide Secretary

ALBANY — The CSEA statewide Board of Directors convened May 17, with Executive Vice President Joseph McDermott chairing the meeting.

Sue Crawford's resignation as a Corrections Department Board member was rescinded, so no special election will be required.

The Board approved the following motion by the Local Government Executive Committee "to adopt the following items as priorities to local government: 1) To identify by region local civil service commissions which appear to be the most blatant in Civil Service Law, and present to the appropriate authorities our findings; 2) to develop through research and other means material to be utilized to direct legislation to address current inequities and inconsistencies in existing local government civil service systems. Such draft legislation to be forwarded to the Statewide Legislative and Political Action Committee."

Among those items approved under the Budget Committee's report was a new lease for the union's Utica Satellite Office and a budget adjustment to fund the new position of grant developer and program analyst.

The Insurance Committee reported that the CSEA Basic Group Life Insurance Plan is scheduled to issue its fourth refund of contributions this summer, with approximately \$2.5 million expected to be shared by the 65,000 enrolled members.

Trustees for the Kelly Memorial Scholarship Fund were approved as follows: CSEA President William L. McGowan; Diane Lucchesi and Brian Ruff of the Scholarship Committee; Clark Daggett as bank trust officer; and James Kelly, Esq., son of the late J. Kelly, who established the trust. Trustees will establish details of the scholarships,

which are to be awarded to children of CSEA members who were killed or totally and permanently disabled while on the job.

The Charter Committee proposed a number of amendments to the membership articles of the local and unit constitutions. After extensive debate, the articles were referred back to the committee for further study.

The Board referred to the Budget Committee a motion that CSEA Inc. pay expenses for region officers to attend state and local government workshops.

Questions by CSEA members concerning the union's Board of Directors should be directed to that member's board representative, local president or to the office of the statewide secretary. Copies of the secretary's Board minutes are mailed to all board representatives and local presidents.

Group life insurance refunds being distributed

ALBANY — Refunds are being issued by the CSEA Basic Group Life Insurance Plan to more than 65,000 eligible CSEA members.

To be eligible, CSEA members must have participated in the Basic Plan on both Nov. 1, 1982, and Nov. 1, 1983.

Refund checks will be mailed the week of July 16 directly to the insured member's home address on file with CSEA.

The refund is made possible due to favorable experience and the Special Experience Rating Account, according to CSEA's Director of Insurance Tim Mullens.

The Basic Group Life Insurance Plan is one of several insurance plans endorsed by CSEA and available only to members. Most state employees who have voluntarily enrolled in the plan have premiums deducted from their paychecks under Code 305.

Questions concerning the refund should be sent in writing to the CSEA Insurance Department, 33 Elk Street, Albany, N.Y. 12207. Inquiries should include Social Security number, name of employer (agency or political subdivision), and former address if there has been a recent change in mailing address.

CSEA wins court case, but

Transcript fees still up in air pending appeal

SYRACUSE — Since 1909, state law has given judges a choice of either paying court reporters for transcripts or requesting them free of charge. Judges are to use their discretion in deciding which to do.

The Office of Court Administration (OCA), on May 12, 1981, tried to circumvent the law by directing trial court judges to only order free transcripts.

CSEA took the issue to court and has won a ruling from state Supreme Court Justice Eugene

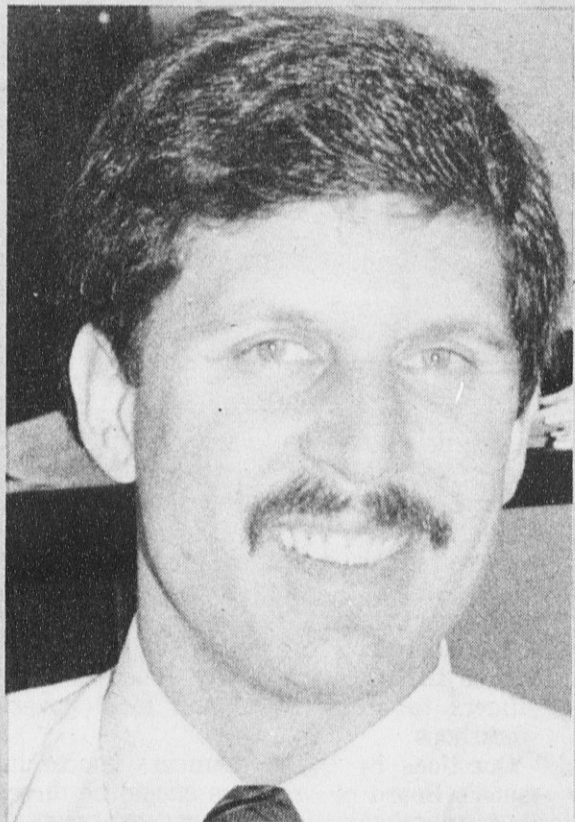
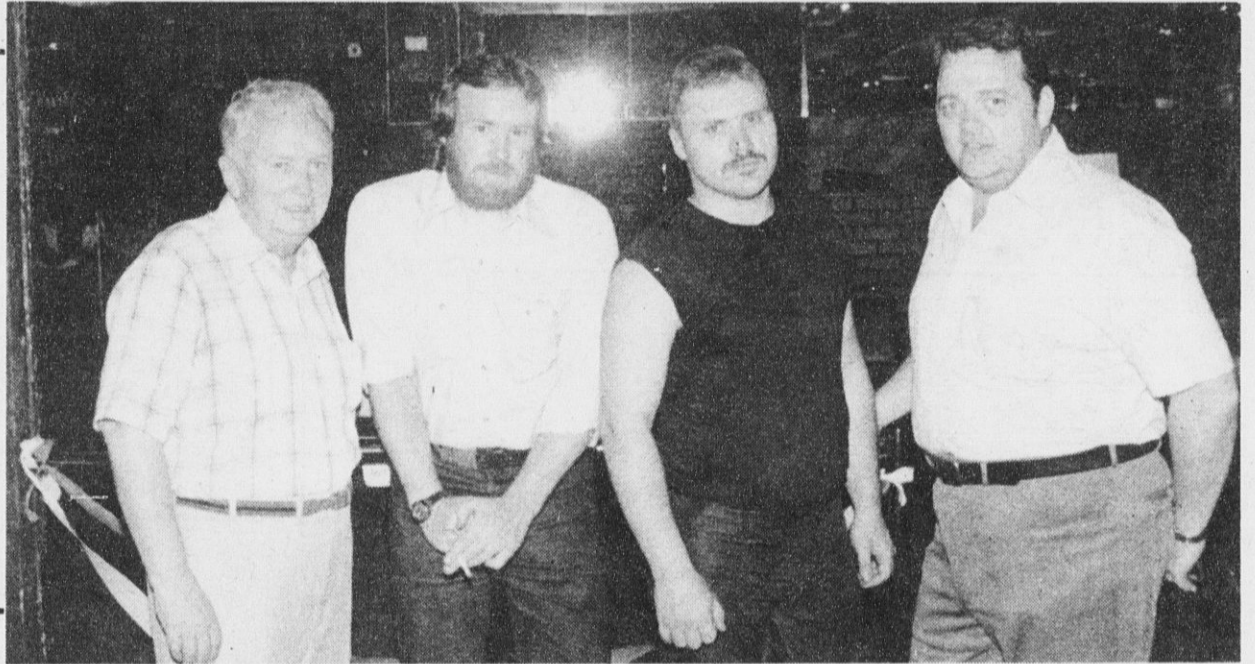
Bergin which declared the 5th Judicial District OCA directive null and void. He ruled on April 2, 1984, that OCA "cannot in effect by directive repeal or amend a valid constitutional law." He also denied claims for monetary damages saying they should be directed to the Court of Claims.

OCA is currently appealing the ruling which means an automatic stay is in effect. Meanwhile, court reporters are advised to consult their own attorneys and seek permission under the Court of Claims Act to file late notice of claims.

CSEA will not prosecute individual claims.

Benefit fundraiser held to aid explosion victims

A BENEFIT was held recently for four CSEA members injured in a May 4 methane gas explosion at the Smithtown Municipal Services Facility. John Landauer, second from left, and Vito Lasurdo, third from left, two of the four sanitation workers injured, are flanked at the benefit fundraiser by CSEA Long Island Region Director William Griffin, left, and CSEA Long Island President Danny Donohue. The other two men injured, William Maccaro Jr. and Frank Detelich, both remained in New York Hospital-Cornell Medical Center when the fundraiser was held.



James L. Corcoran III

James Corcoran named new director of safety

ALBANY — James L. Corcoran III has been appointed statewide director of safety for CSEA. In his new staff position, Corcoran will coordinate union programs and policy dealing with work-related health and safety issues affecting union membership.

Corcoran joined CSEA in March 1976 as a field representative, and has served in CSEA Region V, most recently assigned to Broome and Tioga counties.

He is a 1974 graduate of the University of Dayton with a degree in philosophy and psychology. He also attended the George Meany Institute in 1980. Corcoran served as a U.S. Navy corpsman from 1966 to 1970, including a tour of duty in Vietnam in 1969-1970.

Overtime meal pay backlog unjammed

WEST BRENTWOOD — About \$5,000 in overtime meal allowances has been paid to nearly 500 CSEA members at Pilgrim Psychiatric Center. Approximately 1,500 checks had been delayed three to six months due to a processing backlog caused by shortstaffing in the center's voucher unit.

Local 418 Grievance Representative Pat Hahn complained that the unreasonable delay in issuing the checks was causing undue hardship for CSEA members. The grievance was resolved at the second step when the center's business office took steps to reduce the delays. The center foresees a 30-day turnaround for overtime meal allowance vouchers in the future.

Member has praise for union legal services

HAUPPAUGE — Mary Gasperetto says she is thrilled by the services she receives as a CSEA member, and has nothing but praise for the legal assistance network which saved her job.

On April 1, 1982, the state told her not to return to work until examined by a physician. It did not explain why, even though charges are supposed to be provided before any examination takes place.

The state's failure to follow procedures, CSEA

charged, coupled by the fact that she was put on involuntary leave before an examination took place, violated her right to due process. Accordingly, she was fully reinstated to her job as a grade 3 clerk in the Department of Taxation and Finance.

Gasperetto says she really appreciates the value of being a union member. And, she singles out for special praise CSEA Attorney Dona Bulluck, who "did a wonderful job."



CSEA STATEWIDE PRESIDENT William L. McGowan, left, is greeted by Wassaic Developmental Center CSEA Local 426 President Harold F. Ryan during McGowan's recent visit to Wassaic. McGowan met with management and union representatives at Wassaic, part of a tour the union leader made of several mental hygiene facilities recently.

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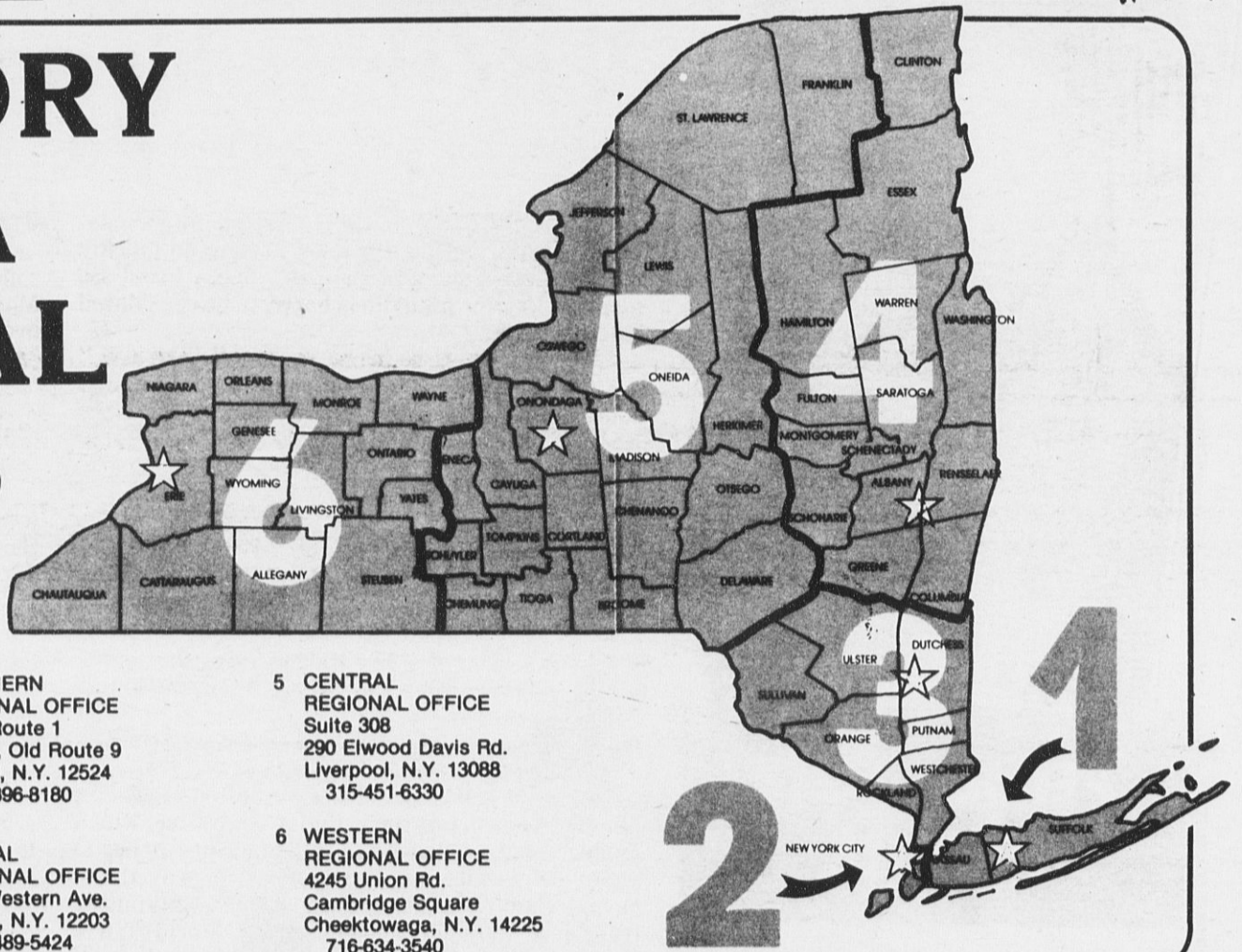
Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



INDECENT EXPOSURE...



DIRECTORY OF CSEA REGIONAL OFFICES



1 LONG ISLAND REGIONAL OFFICE
 Hauppauge Atrium Building
 300 Vanderbilt Motor Pkwy
 Hauppauge, N.Y. 11788
 516-273-2280
 516-435-0962

3 SOUTHERN REGIONAL OFFICE
 Rural Route 1
 Box 34, Old Route 9
 Fishkill, N.Y. 12524
 914-896-8180

5 CENTRAL REGIONAL OFFICE
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 290 Elwood Davis Rd.
 Liverpool, N.Y. 13088
 315-451-6330

2 METROPOLITAN REGIONAL OFFICE
 11 Broadway/Suite 1500
 New York, N.Y. 10004
 212-514-9200

4 CAPITAL REGIONAL OFFICE
 1215 Western Ave.
 Albany, N.Y. 12203
 518-489-5424

6 WESTERN REGIONAL OFFICE
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 Cambridge Square
 Cheektowaga, N.Y. 14225
 716-634-3540

(518) 434-0191

CSEA STATEWIDE HEADQUARTERS
 33 ELK STREET, ALBANY, N.Y. 12224

(518) 434-0191

CSEA SATELLITE OFFICES

BINGHAMTON SATELLITE OFFICE
 Suite 218, Executive Office Bldg.
 Binghamton Plaza
 33 W. State Street
 Binghamton, NY 13901
 607-772-1750

MAYVILLE SATELLITE OFFICE
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 Mayville, NY 14757
 716-753-5290

ROCHESTER SATELLITE OFFICE
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 3699 W. Henrietta Road
 Rochester, NY 14623
 716-334-7140

UTICA SATELLITE OFFICE
 289 Genesee Street
 Utica, NY 13501
 315-735-9272

CANTON SATELLITE OFFICE
 P.O. Box 488
 Canton, NY 13617
 315-386-8131 or 8132

PLATTSBURGH SATELLITE OFFICE
 Broad Street Professional Bldg.
 53 Broad Street
 Plattsburgh, NY 12901
 518-563-0761

WESTCHESTER SATELLITE OFFICE
 222 Mamaroneck Avenue
 White Plains, NY 10601
 914-946-6905 or 6906



AT WORK in her office in the law division of the NYC Labor Department is member Corrine Mauldin, an energetic woman whose polio has not kept her from participating in a variety of union and community activities.



PERSONALITY PROFILE

CORRINE MAULDIN

NYC Labor Local 350

'There's always someone worse off than you'

This 'old-fashioned' employee likes helping the less fortunate

NEW YORK CITY — In a fast-paced, impersonal world where "getting involved" seems to quickly be becoming a thing of the past, CSEA Local 350 member Corrine Mauldin is happy to be considered old-fashioned.

"There's always someone worse off than you," she explains as she wheels herself to a filing cabinet using her typing chair. "There's always someone who can use a little help. It makes me feel good to know that I've made a difference to someone in need."

Wheeling herself back to her desk where she works in the Department of Law/Employment Security Bureau, a division of the New York Labor Department, Mauldin looks up, flashes a warm, generous smile, and says laughing, "It's not that I can't walk. It's just that I'm lazy."

This good-natured, self-deprecating jesting is wholly inaccurate and modest; Mauldin's numerous community and union activities bespeak an energetic, sincere and dedicated individual.

Born with polio, Mauldin understands hardship. She had to undergo three major operations which enabled her to walk with the aid of a cane. In her 13 years as a state employee, she has braved the savage New York City subway system, commuting from her home in Harlem to the World Trade Center where she is a typist and provisional stenographer.

"Some people like to use a handicap as an excuse for not doing things," notes Mauldin with a slight tone of intolerance. "Very often, it is really a matter of putting your mind to overcoming it. A handicap is a convenient excuse. I've never allowed mine to stop me. I look at it this way: I'm able, so I'll do whatever I can. Many people are just not willing to get involved in helping someone out."

But Mauldin gets involved. Captain of her neighborhood's block association, she has been instrumental in many food and clothing drives for fire victims.

"To lose everything like that," she ponders. "Can you imagine how that must feel?"

As a member of the 32nd Police Precinct Community Council, Mauldin has also assisted battered women in finding temporary shelter, and helped to refer child abuse cases to the proper resources. Collecting money for needy senior citizens has also been a priority.

As a district leader of the March of Dimes

Walkathon to combat birth defects, Mauldin raised more than \$12,000 between 1954 and 1960 by soliciting sponsor pledges door-to-door. This year, Mauldin again participated in the fund-raising event as the team leader for CSEA Department of Labor Local 350.

Secretary of Local 350 for the past two years, and a CSEA member for 13 years, Mauldin sees the union as analogous to a neighborhood or community.

"CSEA is like a community. Or even a family. It works well when people care. It works well when they get involved. It works well when people listen to each other and address each other's needs.

"I have seen the union prosper and grow since I've been a member. That's because there's been an increase in active, interested members. I have also seen a distinct improvement in dental and medical benefits and the addition of important new programs such as CSEAP. Of course, there is still room for growth and that means more involvement on the part of the members."

Mauldin urges members to read The Public Sector to keep abreast of seminars, workshops, con-

'Some people like to use a handicap as an excuse for not doing things . . . I've never allowed mine to stop me.'

ferences and trainings that may be offered. She also suggests that employees make sure they have official membership status, not just agency shop status.

"If you are agency shop, you don't have the right to vote in elections, which means you don't have a voice in the things that affect you," she pointed out.

Mauldin is also a member of the New York State Careerists Society, an organization that counsels minority workers on civil rights, affirmative action and training programs in state service, as well as The Brotherhood, a committee made up of representatives from agencies throughout the state.

"The energy that you put out ultimately comes back to you," Mauldin philosophizes. "You do somebody some good and they'll do somebody some good and so on. Hopefully, it becomes contagious."

"If you keep a positive mind and have a 'good morning' for everybody," she added, "you can achieve many of your goals."

Technicality forces officer reelection

Ballot defect cause of rerun of 1982 statewide CSEA officer elections; no impropriety involved

ALBANY — Citing a technical deficiency in the ballots used by the Independent Election Corporation of America, which conducted CSEA's statewide elections in 1982, a Federal District Court Judge has ordered a rerun of that election.

Judge Roger Miner ruled that the ballot used by I.E.C.A. did not conform with the requirements of the Labor Management Reporting and Disclosure Act.

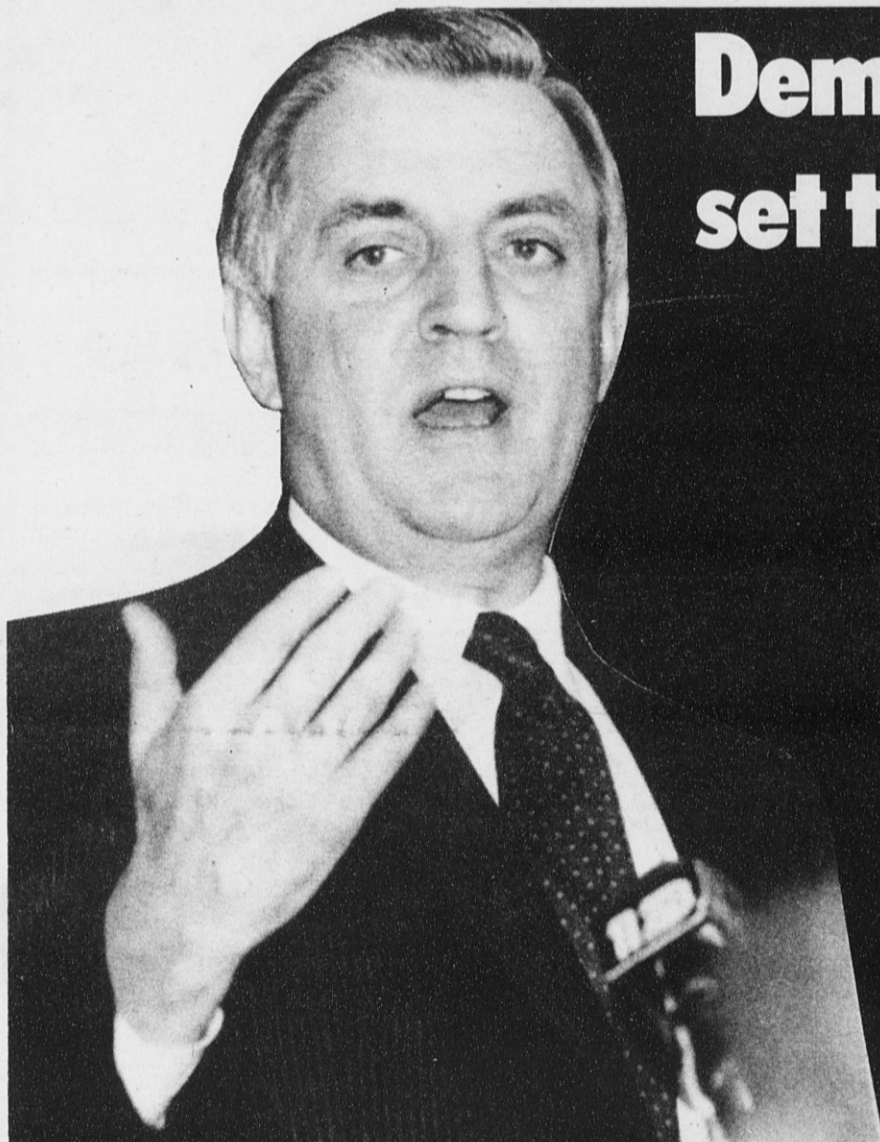
There was no finding of any impropriety by the union or I.E.C.A. The decision is based on a technical defect in the ballot.

The judge has not set a timetable for the new election.

Elections for statewide president, executive vice president, secretary and treasurer will be held.

The ruling does not affect the ability of the incumbents to carry out the duties and responsibilities of their offices pending a new election.

Democratic Convention set to nominate Fritz



CSEA delegates boost AFSCME delegation, largest from AFL-CIO at the convention

SAN FRANCISCO — As this edition of The Public Sector went to press, delegates from across the country and observers from around the world began arriving in San Francisco for the Democratic National Convention and the expected nomination of Walter F. Mondale as the party's candidate for president.

And among them are 108 elected delegates and alternates who are AFSCME members and officials from 24 states, the largest AFL-CIO delegation at the Democratic National Convention. And among the contingent from New York state are four CSEA members serving as delegates or alternates.

CSEA members elected as Democratic delegates committed to Mondale at the National Convention are Jeanne Angiulo, Patricia Crandall and Kathleen Conley, while CSEA Executive Vice President Joseph E. McDermott will be attending the convention as an elected alternate delegate.

Angiulo is president of CSEA Local 606 at SUNY Farmingdale and is a delegate from the 4th Congressional District. Crandall is president of CSEA Local 605, SUNY Cortland, and was elected from the 25th Congressional District. Conley is an elected delegate from the 26th Congressional District and is a member of CSEA Local 818 in Fulton County. McDermott was elected an alternate delegate from the 23rd Congressional District.



ANGIULO



CRANDALL



McDERMOTT

Supreme Court rules on Open Meetings Law

BALLSTON SPA — A state Supreme Court justice has ruled that the state's Open Meetings Law does not apply to contract negotiations between government officials and its employees.

The ruling by Justice Thomas Mercure said Saratoga County was wrong when it demanded that contract negotiations with the Saratoga County Deputy Sheriffs CSEA unit be conducted in public. CSEA earlier had won two favorable ruling from the state Public Employment Relations Board ordering the county to bargain in closed sessions also.

The Supreme Court ruling came two days after the county suddenly decided to bargain in closed sessions after having refused to abide by the pair of PERB decisions. Resumptions of contract negotiations just prior to the court ruling ended about eight months of delays in contract talks caused by the county's position.



PROFESSIONAL BOXING HEAVYWEIGHT CONTENDER Renaldo Snipes, right, recently visited patients and staff at Rockland Psychiatric Center in Orangeburgh. Snipes boxed an exhibition match, and later was honored at a reception hosted by CSEA and PEF members.

Here the broad-shouldered Snipes is shown with Rockland Psychiatric Center CSEA Local 421 President Glenda Davis and Patient Advocate Willie Trotman, a former CSEA president from Rockland Children's Psychiatric Center. Trotman helped arrange Snipes appearance at the facility.

Self-study tools help members get in shape for promotional exams, career advancement

ALBANY — If career advancement is on your mind and a civil service promotional exam is in your future, then CSEA has a lot of help to offer.

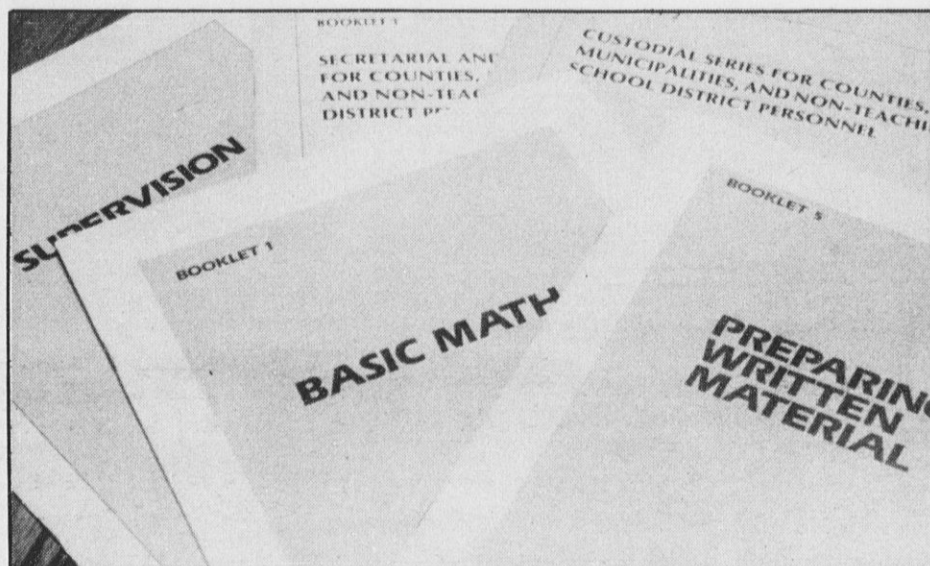
- Just released are the first two study booklets for political subdivision exams (see story and order form below), one for secretarial and typing series exams and one for the custodial series.

- Visually impaired individuals may now obtain tapes of five study booklets covering state civil service exam topics.

- In addition, the union is still making available to members a dozen self-study booklets covering a wide range of civil service exam areas and including scores of sample questions and practice tests (see order coupon on page 15.)

- And locals, units, and groups of CSEA members all over the state are still scheduling showings of the series of half-hour videotape presentations designed to improve test-taking skills.

Stories on this page detail the tools designed to help CSEA members perform well on civil service exams. Materials and additional information are available through CSEA's Education Department and were developed through the Cornell University School of Industrial and Labor Relations. Materials relating to New York state exams were funded through CWEP, the joint CSEA/NYS Committee on the Work Environment and Productivity.



Prep booklets available for political subdivisions

ALBANY — CSEA is now making available preparation booklets on secretarial and typing and custodial skills for members in the political subdivisions.

Booklet 1 — Secretarial and Typing Series for Counties, Municipalities and Non-Teaching

School District Personnel — contains review work in the areas of supervision, secretarial and typing practices, spelling, punctuation, and capitalization and usage. It is designed for promotional exams for Senior Typist, Senior Steno, Principal Steno, Principal Typist, Clerk II with Typing, Clerk III with Typing and Senior School Secretary.

Booklet 2 — Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel — contains review work in supervision, cleaning, building operations and maintenance, as well as in ability to read and follow written instructions. It is designed for

those taking promotional exams in the custodial series.

By the end of summer, there will be booklets for the account clerk, social welfare examiner and case worker series. Booklets may be ordered through the coupon below at a cost of \$1.50 each.

ORDER TODAY

CIVIL SERVICE EMPLOYEES ASSOCIATION

ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$_____ to cover the cost of this order.

____ Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel

____ Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel

Please send booklet(s) to:

Name _____

Address _____

City _____ State/ZIP _____

Social Security# _____ CSEA Local _____

Employer _____

Please note: Non-CSEA members can obtain the same material directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, N.Y. 12207.

Guides for visually impaired

Five study booklets for civil service promotional exams have been put on tape for use by the blind or visually impaired, and are ready to be distributed to CSEA members.

Topics covered in the tapes include Arithmetic Reasoning; Understanding and Interpreting Written material; Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled; How to Take an Oral Exam; and Evaluating Conclusions in the Light of Known Facts.

For additional information on the materials, contact the Education and Training Department at CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207. The phone number is (518) 434-0191.

Tune in to video series

If you're serious about improving your performance on civil service promotional examinations, save some time this summer to watch a four-part videotape series available through the union.

The half-hour programs cover in general terms how to prepare for these exams. Special attention is given to preparation for the oral and math portions of the test, and there is also emphasis on coping with test fears and building your confidence.

CSEA regional offices have copies of the videotapes and frequently arrange showings for interested groups of members. Many locals also have their own copies. Contact your local president or regional office for more information.

ORDER TODAY

CIVIL SERVICE EMPLOYEES ASSOCIATION
ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$_____ to cover the cost of this order.

- ____ Basic Math
- ____ Arithmetic Reasoning
- ____ Understanding and Interpreting Tabular Material
- ____ Understanding and Interpreting Written Material
- ____ Preparing Written Material
- ____ Supervision
- ____ Purchasing and Payroll Practices
- ____ Basic Algebra
- ____ Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled: Therapeutic Approaches
- ____ Principles and Practices in the Treatment of the Mentally Ill/Emotionally Disturbed
- ____ How to Take an Oral Exam
- ____ Evaluating Conclusions in the Light of Known Facts

Please send booklet(s) to:

Name _____

Address _____

City _____ State/ZIP _____

Social Security# _____ CSEA Local _____

Employer _____

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Hefty gains made in Port Jervis contract

PORT JERVIS — City workers who are members of CSEA Local 836 recently ratified a three-year contract here.

According to Field Representative Felice "Flip" Amodio, the 34 Department of Public Works employees will receive a 35 cents per hour wage increase, retroactive to Jan. 1, 1984; 40 cents per hour as of Jan. 1, 1985 and 40 cents per hour effective Jan. 1, 1986. Longevity pay will also increase by 5 cents per hour as of Jan. 1, 1985.

Other provisions of the agreement include a dental program beginning July 1, 1984, binding arbitration on disciplinary proceedings, agency shop, and New York State Employees Disability Insurance.

Unit President Art Stempert praised the work of the negotiating committee. "We got a good contract with no givebacks," he said.

Serving on the negotiating committee were Stempert, Douglas Moore, William Blauvelt, David Miller, Les Keyes, Wayne Wood and Mike Doss.

Following the signing of the contract by Port Jervis Mayor E. Arthur Gray, Amodio had kudos for the city's administration, calling it a "labor-oriented" body with "tremendous concern for its employees."



PORT JERVIS MAYOR E. Arthur Gray signs a three-year contract with members of CSEA Local 836. With him are Port Jervis Unit President Art Stempert, left, and CSEA Field Representative Felice "Flip" Amodio.

New pact hikes pay for Williamsville workers

WILLIAMSVILLE — The Williamsville Schools Unit of Local 868 has reached agreement on a one-year contract that boosts wages and benefits.

Maintenance and custodial workers in the 230-member unit will receive a 7 percent wage increase, including increments.

Cook-managers will receive pay increases of 40 cents per hour. Cooks' wages will be hiked 35 percent per hour and food services helpers' pay will be boosted by 30 cents per hour.

Shift differential pay has been increased from 5 to 15 cents per hour for the second shift, and from 20 to 25 cents per hour for the third shift.

Health insurance contributions by the school district will increase from

90 to 95 percent in the new pact and a prescription drug plan will be fully paid.

In addition to language improvements regarding holiday and vacation leave, the unit negotiated a contract provision adding unused personal leave to sick leave accumulations.

A unique attendance incentive bonus of \$100 will go to employees who use only scheduled vacation leave, or are called to jury duty. A bonus of \$50 will go to those who use only one day of agreed-upon accruals.

Negotiations were led by Danny Jinks, collective bargaining specialist, with a committee that included unit President James Burgoyne, Flo Smith, Bob Galbo, Diane Leising and Don Baumgartner.

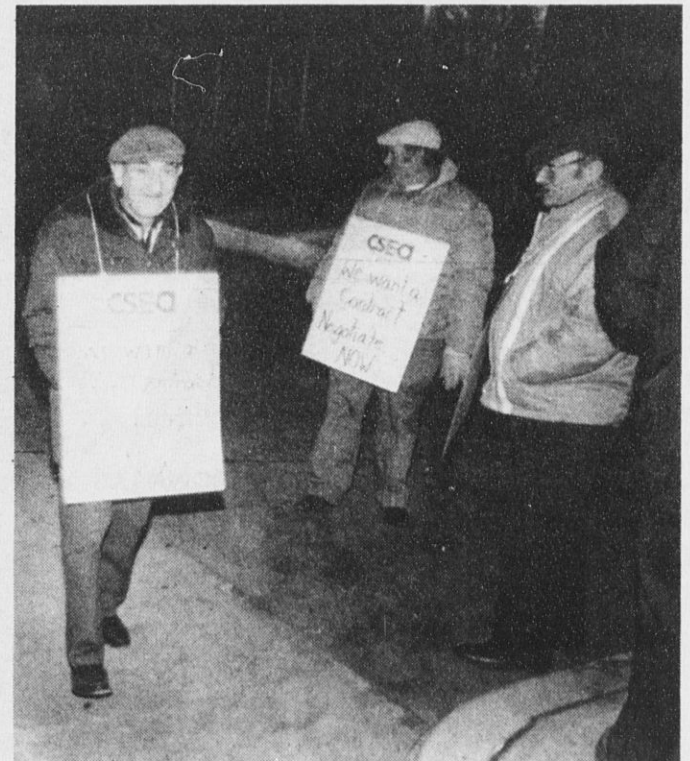
Better health benefits for Nassau local members

OCEANSIDE — After seven demonstrations, CSEA and Oceanside School District have signed a two-year pact ending a bitter dispute over health insurance costs.

Among its gains, the Oceanside custodial bargaining unit, Nassau Education Local 865, won greater district contributions to hospitalization premiums. The district also agreed to pay 6 percent annual increases, plus increments, in each year of the contract.

"We've been working without a contract since July 1, 1983," said Unit President Joe Sescila. "We went through mediation, fact finding and demonstrating to win a major battle improving our health insurance protection."

CSEA Field Representative John O'Sullivan said the union will continue the fight for improved health insurance protection at the negotiating table in December 1984. The unit's new contract expires June 30, 1985.



A HARD-FOUGHT CONTRACT is signed at the Oceanside School District. Seated from left to right are: Nick LaMorte, Nassau Education Local 865; Joe Sescila, bargaining unit president; Victor Leccese, superintendent of schools; and Herb Brown, business administrator for the district. Standing, left to right, are John McNerny; Joe Bilardello; Joe Suppa, unit vice president; Sam Watts, unit treasurer; and CSEA Field Representative John O'Sullivan. The agreement comes after seven demonstrations, including one last winter, above.

A good legislative year gains many new benefits

Thousands of CSEA members will benefit from the union's most recent legislative and legal victories. Our successful lawsuit against the unfair changes in Tier III has guaranteed the pension rights of all public employees. It will also provide the families of Tier III employees who die with the full death benefit and provide thousands of workers who have left the system before vesting with the refunds they rightly deserve.

This victory in court along with improvements made in Tier III by the Legislature last year as a result of CSEA lobbying has created a better retirement plan for Tier III workers. A major improvement made last year was the removal of the Social Security offset, which used a worker's Social Security benefits to reduce the Tier III benefit.

These are accomplishments to be proud of. But we will work hard to accomplish even more. Despite these gains there remains inequity in the pension system and we will fight to end that. We will work in the Legislature and in the courts to make the pension system fair for all workers.

The passage of the early retirement bill for local government workers is another union victory which will benefit our members. Providing the early retirement incentive to local government workers has been one of CSEA's top priorities since last year when the program was offered to state workers. The state Senate blocked the bill last year and ever since we have worked to make its passage a reality.

The early retirement incentive provides a benefit for the workers who qualify for it. It can create promotion opportunities for the younger workers who remain on the job and it can help to prevent layoffs.

Again, this is a victory to be proud of but there is more work to do. The early retirement bill passed by the Legislature gives localities the option of offering it to workers. CSEA will now work all across this state to make sure that our members who want and need this benefit are offered it.

Pension supplementation may be our most satisfying victory. Many political pundits

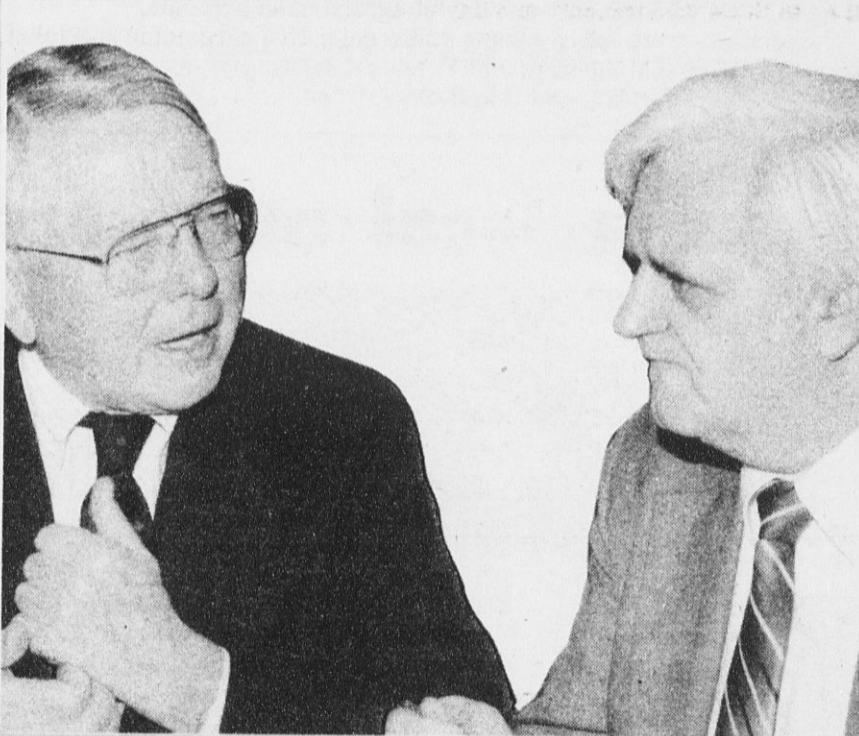
predicted there would be no increase in pensions this year. Editorial writers and political cartoonists took delight in portraying the public retirement system as overly generous (a viewpoint that has no basis in fact). But despite the opposition CSEA won a pension supplementation bill that will provide meaningful increases to thousands of retirees once it is signed into law by the governor.

But, with interest rates on the rise and inflation always a threat, CSEA will continue to work hard to protect the interests of its retirees.

Together, in a united effort, we have accomplished a great deal. Working together we will accomplish even more in the future.

Fraternally yours,

William L. McGowan



CSEA PRESIDENT WILLIAM L. MCGOWAN confers with Senate Majority Leader Warren Anderson.



CSEA LOBBYIST JAMES FEATHERSTONHAUGH discusses an issue with Assembly Speaker Stanley Fink.

A good example of political action in action

ROCHESTER — This is the story of how CSEA's political action program came to the rescue of eight county employees who were facing uncertain futures.

CSEA Board of Directors member Flo Tripi, representing Monroe County, explains that the employees, dispatchers hired by the Monroe County sheriff, did not have civil service status. When their jobs were transferred to the city of Rochester, which now administers dispatching, they were "very vulnerable." So Tripi contacted the legislative office to

win them permanent Civil Service status.

Special "grandfathering" legislation was drafted and sponsored by state Senator William Steinfeldt and Assemblymen Gary Proud and Roger Robach. And, a memorandum in support of the bill was also circulated to all legislators. Accordingly, it passed both houses and now awaits the governor's signature.

The legislation is another example of how CSEA's political action program serves the membership.

CSEA'S LEGISLATIVE PROGRAM FOR 1984

STATUS REPORT AS OF JULY 3, 1984

AGENCY SHOP

S.4358 A.5827 In Senate, Assembly committees

This bill received bi-partisan support from those legislators who felt that non-members should be required to contribute toward the cost of services provided them by the unions. Public employee unions have demonstrated a responsible and aggressive attitude in bargaining on behalf of all of those they represent, not just union members. The law should be made both permanent and uniform for all public employees in New York State.

LIMITED RIGHT TO STRIKE

S.6530 A.5138 In Senate, Assembly committees

Several other states, including Alaska, Hawaii, Idaho, Minnesota, Montana, Oregon, Pennsylvania and Wisconsin allow public employees, other than those engaged in essential services, the right to strike where both parties have participated in impasse resolution procedures which have been unsuccessful. This bill is modeled after the Hawaii approach, and would provide a right to strike for public employees who do not have resort, by law or agreement, to an impasse resolution procedure which culminates in final and binding interest arbitration.

EMPLOYER IMPROPER PRACTICE

Introduction pending

Where a public employee strike has been caused by an employer improper practice, the penalties against the union and individual employees would be mitigated.

LOBA FOR POLITICAL SUBDIVISION

S.3728 A.4832 In Senate, Assembly committees

The final resolution of an impasse in negotiations would be resolved with the system of last offer binding arbitration, under which a panel consisting of one member appointed by the public employer, one member appointed by the union and one member appointed jointly, would select the most reasonable final offer of either the public employer or the union. This bill is particularly designed for the political subdivisions, and is to be utilized as an optional method to finally resolve an impasse.

U-GRADES

S.3903 A.5109 In Senate, Assembly committees

This bill amends the Civil Service Law and the Education Law to prevent the Chancellor of the State University from unilaterally changing positions in the university from the classified service to the unclassified service in derogation of the constitutional concepts of merit and fitness.

MARTIN LUTHER KING DAY

SIGNED INTO LAW BY GOVERNOR

This General Construction Law presently sets forth public holidays. Although Dr. Martin Luther King Day is designated as a public holiday, the law does not provide for its public celebration. This bill would change that provision so that Dr. Martin Luther King Day would have the same status and importance as other public holidays.

SECTION 75 REVISION —

INDEPENDENT HEARING OFFICER

S.152 A.1982A In Senate, Assembly committees

Civil Service Law Section 75 presently provides the procedure by which an employee of the State or political subdivision with permanent status may be terminated for incompetence or misconduct. CSEA and the State have negotiated an alternate disciplinary procedure which ends in final and binding arbitration. Under Section 75 however, the hearing is to be held by the appointing authority or his designee. As a result, the employer becomes the prosecutor, judge, and jury, a most unfair procedure. This bill would require the selection of an independent hearing officer.

ATTORNEY FEES — WORKERS' COMPENSATION

S.2402A A.2826A PASSED Assembly; in Senate committee

Present law requires an injured employee to file a claim for workers' compensation or death benefits where injury or death arose out of and in the course of employment, and prevents an employee from suing the employer directly. Unlike a direct suit, benefits under the Workers' Compensation Law are severely limited to a percentage of an employee's average weekly wage. Where an employer controverts or denies the claim, a hearing must be held. If the employee retains a licensed representative or an attorney, those fees are taken out of the extremely minimal award. This bill would require fees to be paid by the carrier, in addition to the award, where the employee is successful.

LAYOFF UNITS

S.3544 A.6194 In Senate, Assembly committees

This bill amends the Civil Service Law to provide that the layoff unit in a political subdivision with a population of fewer than 50,000 shall be all of the departments or agencies in the political subdivision, rather than the single department or agency as is the present case. A political subdivision could "elect out" of these provisions by filing an appropriate resolution.

LOCAL CIVIL SERVICE NOTIFICATION

S.4180 A.7781 SEPARATE BILLS PASSED Senate, Assembly

This bill would require the personnel officer or local civil service commission to provide written notice of proposed rule changes to persons interested, and is similar to the procedure presently provided for the New York State Civil Service Commission under the Administrative Procedure Act.

COMMUNITY SERVICE BOARDS

S.4048 A.3036 PASSED Assembly; in Senate committee

This bill would allow employees of the Department of Mental Hygiene to serve on Community Service Boards.

MILITARY LEAVE (30) WORKING DAYS

S.2398A A.2146A PASSED Senate, PASSED Assembly

The New York Court of Appeals, New York's highest court, has recently determined that the provisions governing military leave for public employees provides for paid military leave for 30 calendar days, instead of 30 work days. As a result, employees who work on the second shift or who have pass days on other than weekends, may be required to attend ordered military drills without being paid. This bill would merely restore the practice as it existed prior to the Court of Appeals decisions.

WHISTLEBLOWER

S.1153 A.8552 PASSED Senate, PASSED Assembly

This bill protects public and private employees from retaliatory personnel action by an employer against an employee who discloses policies or practices reasonably believed to pose a threat to public safety or health, or who discloses substantial mismanagement, gross waste of funds or abuse.

VETS MEDICAL LEAVE

A.1210 In Assembly committee

This bill would provide veterans of World War II, Korea, and Vietnam with the ability to attend appointments at VA hospitals or other similar medical facilities without charge to leave credits, for treatment and care related to service-connected disabilities.

STENOGRAPHERS FEES —

COLLECTIVE BARGAINING AGREEMENT

S.8744 A.10860 PASSED Senate, PASSED Assembly

Under the Employee Rights category, we need a bill which would implement a collective bargaining agreement between CSEA and all other unions representing court reporters within the State of New York and the Office of Court Administration with respect to the amount of money to be paid for the production of transcripts.

HEART BILL — CORRECTION OFFICERS

S.6042 A.11739 In Senate, Assembly committees

This bill would provide a presumption that diseases of the heart occurring in correction officers were caused by employment for retirement system accidental disability hearings.

TIER III REVISION

S.7373-A A.8442-A In Senate, Assembly committees

The bill would provide for various improvements in the Tier III section of the retirement system.

FIRST \$20,000 EXEMPTION

Introduction pending

This bill would allow the first \$20,000 of a pension allowance to be exempt from Federal Income Tax and would prevent retirees from being taxed on the income resulting from tax exempt securities.

RETIREE EARNINGS

S.9041 A.11145 PASSED Senate, PASSED Assembly

This bill would increase the amount a retiree from the State of New York or its political subdivisions could earn without loss or diminution of retirement allowance. It is the intent of the committee that such amount keep pace with the amount provided with respect to federal social security.

DENTAL PLAN

S.1706 A.2242 In Senate, Assembly committees

This bill would allow retirees to be eligible for dental insurance under the group coverage.

HEALTH INSURANCE — 25% OF COST FOR DEPENDENTS

S.3783 A.4829 In Senate, Assembly committees

This bill would provide that the surviving spouse of a retiree who had family coverage in the health insurance plan would be allowed to continue such coverage after the employee's death, at no more than 25% of the full cost.

CORRECTION OFFICER 25 YEAR PLAN

S.5598 A.5437 In Senate, Assembly committees

This bill would provide, on a local option basis, a 25 year half pay retirement plan for correction officers of political subdivisions.

ROME COMMUNITY STORE

S.3396A A.5432A In Senate, Assembly committees

This proposal would provide retirement system credits for employees of the Rome Community Store in the Department of Mental Hygiene who have been denied service credit for years of service prior to June 21, 1973, because the Retirement System has determined that they were not authorized retirement credit prior to that date.

STRING OF VICTORIES IMPRESSIVE

EARLY RETIREMENT —

POLITICAL SUBDIVISION & PUBLIC AUTHORITIES

S.10102 A.11958 PASSED Senate, PASSED Assembly

This bill would grant an additional three (3) years retirement service credit similar to that provided by Chapter 17 of the Laws of 1983, upon local option, for employees of the political subdivisions and public authorities. Each such participating employer would be required to make the necessary contributions to fund the early retirement option applicable to them.

STENOGRAPHERS FEES

S.9388-A A.11439-A PASSED Senate, PASSED Assembly

This bill would increase the transcript fee in areas not covered by the agreement between CSEA and OCA.

MONROE COUNTY TRANSFER

S.8467 A.10929 PASSED Senate, PASSED Assembly

This bill is intended to insure that employees of the Monroe County Sheriff's Office who are transferred to the City of Rochester will continue to be employed.

VDT SAFETY

S.6528A A.7158A In Senate, Assembly committees

This bill would provide for establishment of health and safety standards for operation of VDT equipment.

EQUAL PAY FOR EQUAL WORK

S.9687-A A.10981 PASSED Assembly, in Senate committee

This bill would amend Civil Service Law Section 115 to make New York State's public policy of equal pay for equal work applicable to the political subdivisions as well.

BOARD OF TRUSTEES

S.686A A.737A In Senate, Assembly committees

The Employees Retirement System is presently administered by the Comptroller, who is also the sole trustee of more than \$18 billion in assets. Public Employees who are members or pensioners of that system have no voice in investment decisions made by the Comptroller, unlike those in the five pension systems in New York City and the New York State Teachers Retirement System. This proposal would guarantee public employee and retiree voting membership on the Board of Trustees for the Employees Retirement System.

PARITY BILL

S.7285 S.2253 A.8555 A.9733 In Senate, Assembly committees

The Education Law presently encourages the contracting out of transportation services by school districts by giving private contractors a more favorable state-aid formula. This bill would eliminate that advantage.

CONTINGENCY BUDGET

S.1333 PASSED Senate, referred to Assembly committee

This bill would provide for a local school board to adopt an alternate budget procedure which would provide for continuation of cafeteria services and transportation services after a regular budget has been defeated by the voters.

BUS SEATS

Introduction pending

The Transportation Law would be amended to require motor vehicles seating eleven passengers or more and used in the business of transporting school children, to be equipped with padded seat backs at least twenty four (24) inches in height, rather than twenty eight (28) inches in height.

SUPPLEMENTATION

S.8298 A.10080 PASSED Senate, PASSED Assembly

In order to offset inflationary increases occurring during the last year, this bill would add to the supplementation provided by Chapter 422 of the Laws of 1981 and continued in 1983. The increase in the amount of supplementation would vary from year to year, be computed on the first \$10,500 of annual retirement allowance, and be available for those who retired at age 55.

VETS BUY-BACK — WORLD WAR II

S.3734A A.4831A In Senate, Assembly committees

Veterans of World War II would be allowed to purchase up to three years of credit in the Retirement System.

VETS BUY-BACK, WORLD WAR II, KOREA, VIETNAM

S.860C A.1005C In Senate, Assembly committees

Veterans of World War II, Korea and Vietnam would be allowed to purchase up to three years of credit in the Retirement System.

HEALTH INSURANCE — UNUSED SICK LEAVE

S.1532 A.2019 In Senate, Assembly committees

This bill would allow an unmarried spouse of an active employee of the state who died on or after April 1, 1979, to continue individual coverage and exhaust any accumulated and unused sick leave up to 165 days.

TIER I AND II REOPENERS

S.3905A A.5107A In Senate, Assembly committees

This would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership and reasonably believed they had properly applied for the membership, to file to become members of the lower tier.

UNIVERSITY OF BUFFALO

S.3229 A.4009 In Senate, Assembly committees

This bill would allow employees who were employed by the University of Buffalo prior to its acquisition by the State of New York to purchase retirement credits from the New York State Retirement System for the time of employment by the University, with electing employees contributing both individual and employer contributions, together with appropriate interest.

SECTION 75 REVISION — PROTECTION FOR NON-COMPETITIVE POSITIONS IN POLITICAL SUBDIVISIONS

Introduction pending

At present, Civil Service Law Section 75 provides tenure protection for individuals in the state service only who occupy positions classified to be non-competitive class. This bill would extend that protection to employees of the political subdivisions with at least five years of continuous service in the non-competitive class.

ABOLISH MINI-PERBS

S.8751 A.11731 In Senate committee Assembly committees

This bill would abolish mini-PERB's other than the New York City Office of Collective Bargaining.

SOUTH AFRICAN DIVESTMENT

S.6757 A.5034 In Senate, Assembly committees

This bill would amend Section 199-b of the Retirement and Social Security Law to require the divestment of monies of the retirement funds invested in entities doing business in or with the Republic of South Africa, and allows a three-year period for such divestment to occur.

BUS DRIVER TERMINATION

S.1834 A.2390 PASSED Assembly, in Senate committee

This bill would prohibit the Commissioner of Education from establishing a rule requiring the termination of any bus driver when he or she reaches the age of 65.

OMH, OMRDD, SUNY FILL LEVELS

In budget, Chapter 53 of the Laws of 1984

The 1984-85 State Budget includes language requiring the above identified agencies to maintain established fill levels or ratios or to provide explanation for the failure to do so.

ELIMINATION OF 2-FOR-2 PENALTY

S.4336 A.5158 In Senate, Assembly committees

CERTAIN BENEFITS- STATE AGREEMENTS

S.9911 A.11803 PASSED Senate, PASSED Assembly

A proposal to implement provisions of section 7.7 of the agreements between CSEA and the State relating to employees with 5 years or more of continuous service and payment of the lump sum of fiscal year 1984-85.

PUNITIVE DAMAGES

Introduction pending

This bill would allow municipalities to indemnify employees in punitive damage claims.

VETERANS IDENTIFICATION RECORDS

S.7494 A.8770 PASSED Senate, PASSED Assembly

This bill requires the maintenance and distribution of records identifying veterans for use in calculating accurate fiscal notes for veterans' buy-back bills.

IRA EXTENSION

S.8252 A.11316 PASSED Senate, PASSED Assembly

This bill amends Chapter 220 of the Laws of 1982 to make IRA deduction authority permanent.

BARGE CANAL AUTHORITY

S.9831 A.11853 PASSED Senate, PASSED Assembly

Early retirement legislation could prevent layoffs in Erie

BUFFALO — A state bill (as yet unsigned by Gov. Cuomo) allowing local governments to offer early employee retirement incentives is being pushed by CSEA leaders as a partial resolution to an Erie County fiscal crisis.

The county executive recently recommended, and the Legislature has approved, several austerity measures that included the cutting of 259 county jobs.

The state bill, if signed by the governor, could go into effect Sept. 1. Passage of the bill was one of the CSEA legislative agenda successes this year.

"We want them to hold off on any layoffs until we know how many employees would take early retirement," said John Eiss, president of Erie County Local 815.

The county could save a great deal, besides the jobs involved, according to Region VI President Robert L. Lattimer.

"Initially, they would avoid paying unemployment insurance, but there would be an even greater savings from the projected number of

early retirees," Lattimer said.

Eiss said he will seek a polling of eligible early retirees by the county's personnel department.

"This will allow us a more accurate look at how much the county could save by making such a decision," Eiss said.

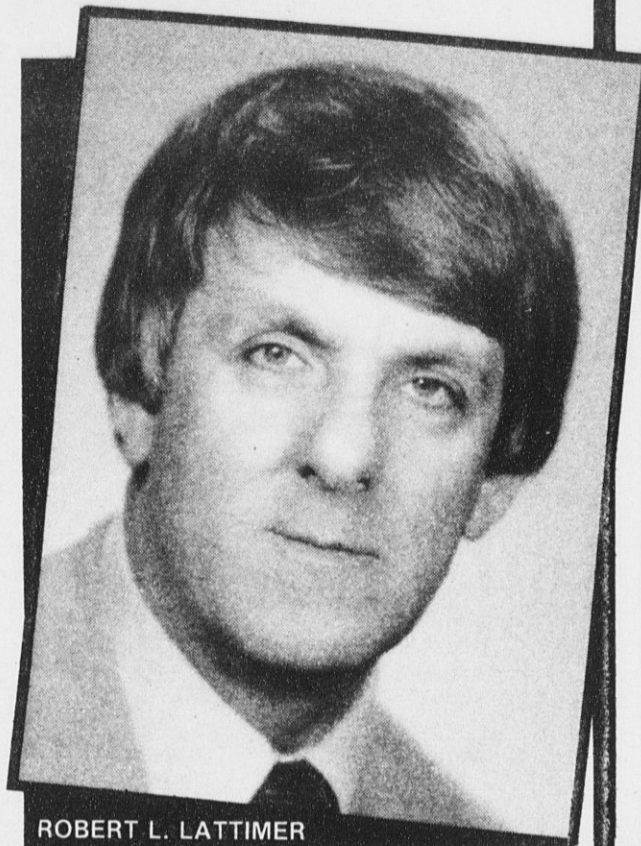
Eiss said the county Legislature is already on record as favoring an early retirement plan.

Eiss and Lattimer cited the success of last year's state early retirement incentive program that saw more than 8,000 state workers take advantage of the three-year pension credit.

"CSEA recommends that Erie County take this course as one part of the whole budget problem," declared Region President Lattimer. "This is one concrete aspect that can help."

Lattimer also recommended that the county "take a long, hard look at its management structure, there is enough blame to spread around regarding the county's fiscal crisis."

The 4200-member local is presently at the impasse-mediation stage of negotiations for a new contract.



ROBERT L. LATTIMER

MEMBERS URGED TO WRITE GOVERNOR ON BARGE CANAL BILL

Legislation to provide an additional \$650,000 for staffing, training and operation of the New York State Barge Canal system is one CSEA-backed bill which has passed the Legislature and is currently awaiting the governor's signature.

CSEA President William L. McGowan has

called upon CSEA members to write Gov. Mario Cuomo IMMEDIATELY urging the signing of the legislation (Senate bill 9831 and Assembly bill 11853).

Please send telegrams and letters to Governor's Office, State Capitol, Albany, N.Y. 12224.

A successful session ends

(Continued from Page 1)

had not yet been signed by the governor when "The Public Sector" went to press.

RETIREES

CSEA also passed a pension supplementation bill. The bill provides increases of as much as 44 percent for some retirees. The bill provides an extra \$43 million for retirees of the state and local governments. This bill is also awaiting the governor's signature.

"Pension supplementation is an important victory. The union has fought hard to win a decent increase in the pension of its retirees," President McGowan said.

Other CSEA bills that benefit retirees include an increase in the amount retirees may earn before losing some pension benefits, a bill making all retirees eligible to participate in the state dental insurance plan and a bill that would require every public retirement system to maintain permanent veterans identification records.

"The veterans identification bill is the first tangible step toward passage of a veterans buy back bill," said President McGowan. "Allowing workers to buy back retirement credits lost while serving in a war remains a CSEA priority. The identification bill will give us the information we need to lobby even harder for the buy back."

BARGE CANAL

CSEA's long fight to save the barge canal met with success in the Legislature. A bill providing \$650,000 for staffing, training and operation of the canal was passed by both houses and awaits the governor's signature.

President McGowan, D.O.T. Board Representative Joan Tobin, Local 502 President Frank Zammiello and several other officers and staff members have worked very hard to convince lawmakers and the public of

the need to properly maintain the canal. This legislation would be a big step in the right direction.

MARTIN LUTHER KING DAY

Governor Cuomo has already signed the bill designating the third Monday in January as Martin Luther King Jr. Day. The creation of a holiday to honor this great black leader received strong support from CSEA.

"This kind of recognition for Dr. King is long overdue. I am happy that CSEA played an important role in the passage of this bill," said President McGowan.

WHISTLEBLOWER PROTECTION

Protecting workers who speak out against wrongdoing by their employer has been a goal of CSEA for several years. This year the legislature agreed on a bill, supported by the union, that will protect workers who "blow the whistle" on their bosses.

A SUCCESSFUL YEAR

Other CSEA legislative victories include bills that will provide higher fees for court stenographers, an extension of payroll deduction for individual retirement accounts, a bill to protect employees who use military leave.

"This was a successful year for CSEA's legislative program. It shows a job well done by all those involved in our legislative efforts," President McGowan concluded.

The passage of these CSEA program bills follows successful lobbying by the union during the state budget process. CSEA convinced the legislature to add money for increased staff levels in several agencies, provide more aid to local governments and school districts and to eliminate some of the incentives formerly given to school districts to contract out services.

State employees honored at special dinner

16 years of service; 11,000 units of blood a year

Public employees recognized for blood donation efforts in Capital Region

ALBANY — The New York State Employee Blood Program has been honored for 16 years of giving blood to the American Red Cross.

Karen S. Burstein, state civil service commissioner, presented 55 certificates of appreciation and five individual awards to various state departments, agencies and workers at a recognition and awards reception held here recently.

James Gutowski, deputy director of the Governor's Office of Employee Relations, capped the presentations by reading a letter from Gov. Mario Cuomo to the state employees who coordinate and participate in the blood programs, and to the Red Cross itself. He called them "two special groups which so consistently and generously demonstrate their commitment to life itself."

The state employees, he noted, contribute more than 11,000 units of blood a year — 15 percent of the blood collected in the entire Northeastern New York Red Cross Region.

The letter read, in part:

"Some of you here today are multi-gallon donors yourselves. Some of you cannot give blood at all, but give of your time to organize so that others may do so. Some of you specialize in what the Red Cross calls the 'difficult dates' on the calendar, when other institutions might say it is impossible to get donors. The Office of General Service hosts the bloodmobile the day before Thanksgiving. Tax and Finance handles collections at the tight supply times in December, March and June. Audit and Control conducts an annual drive immediately after Labor Day.

"And all of you are coping with the additional burden of overcoming fear and confusion caused by the disease called AIDS.

"On this special occasion, I salute your devotion and commitment to others and the tangible way in which you have expressed it."

Memorial Hospital Administrator Clark Winslow expressed the feelings of the medical community.



AWARDS RECEPTION — Joe O'Sullivan, state employee blood program supervisor, and Ernestine Lafayette, Labor Department blood drive coordinator, are pictured at the awards reception.

Said Winslow: "Because of you and the people you get to donate, the needs of the hospitals in the surrounding area are being met. Because of you over 30,000 uses have been found for the 11,000 donations you obtained this year. We are grateful to have you helping us. Without your help we would be in a very difficult situation."

In Schenectady County, members 'exceed highest expectations'

SCHENECTADY — The CSEA Schenectady County Office Building Unit was applauded recently for its support of the Schenectady County Red Cross and surrounding chapters. The employees have been volunteering for the Red Cross since 1980, and now hold five blood donation programs a year.

"They are just tremendous. These public employees are always exceeding our highest expectations," said Red Cross Representative Alice Schaffer. "If every program in the area was as well organized and supported as the Schenectady County CSEA effort we'd never have the shortages which occur unexpectedly when participation drops off and the need for blood increases."

Schaffer offered her praise and thanks as the unit came to the aid of the Schenectady Red Cross Chapter, which was experiencing a shortage of "O" positive blood.

County Manager Robert McEvoy, a gallon donor himself, had words of appreciation for the county employees and for Steve Mathes, vice president of the county office building unit and blood drive coordinator.

"Steve puts so much into the effort to see that things run smoothly, that people feel at ease," McEvoy said. "Donating becomes a pleasant experience. He really does the job and his fellow workers should know it."

Mathes, who works in a DWI program, has seen the need for blood as the result of accidents caused by drunk drivers.

"I see what can happen and that made me realize how important a blood bank program is to a community," he said. "This program is



A SINCERE THANK YOU — Schenectady County Red Cross Representative Alice Schaffer, left, shakes hands with those who helped make the recent blood donation program in Schenectady County successful. Pictured, from left, are Joseph Parillo, clerk of the county board; Robert McEvoy, county manager; Holly Ragan, stenographer; Suzanne Rybij, child welfare examiner; and Steve Mathes, vice president of the CSEA unit of the County Office Building and the blood drive coordinator. All have donated at least a gallon of blood to the program.

worth the effort. No one should be afraid of getting involved. If they can't give blood, they can help coordinate the programs."

Joseph Parillo, county board clerk and member of the Red Cross Board of Directors, has been involved in a Red Cross blood donation

program for 17 years. He knows from personal experience how valuable it can be — the child of one of his relatives needed blood donations every day of his short life.

"When we needed help, Red Cross was there," he said.

Study says 'balanced budget' would bomb

WASHINGTON — If a proposed constitutional amendment requiring a balanced federal budget goes into effect, the result will be double-digit unemployment rates as well as drastic cuts in Social Security benefits, according to a study released recently by AFSCME.

The bleak economic forecast came in materials prepared by Data Resources, Incorporated, a firm which was commissioned by AFSCME to project the impact the amendment would have if it were adopted in time to determine the federal budget-making process for fiscal 1987 and ensuing years. The study uses DRI's computerized model of national economic trends and AFSCME's assumptions as to how the amendment would be implemented.

According to the study, the Balanced Budget Amendment would require cuts in federal spending of from \$260 billion to \$400 billion each year. It predicts that these federal spending cuts would depress the national economy, causing a reduction of the gross national product by nearly \$1.5 trillion between 1987 and 1989.

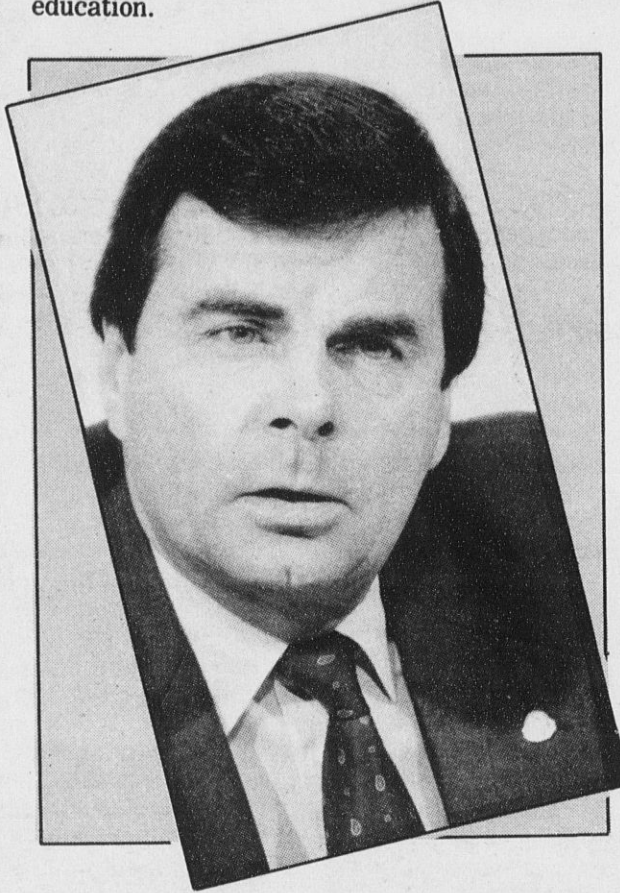
"Passage of a federal Balanced Budget Amendment would have serious economic consequences; it would increase unemployment and lead to drastic cuts in vital programs like Social Security," said Gerald W. McEntee, AFSCME International president.

With the national economic recovery thrown into a tailspin, the unemployment rate would soar to 11.2 percent by 1989, with an additional five million workers losing their jobs.

In addition, the balanced budget amendment would force deep cuts in both defense spending and Social Security — the two largest federal programs — and could compel the total

elimination of Social Security old age pensions.

Another consequence of the balanced budget amendment, according to the study, would be major reductions in federal aid to state and local governments, forcing cuts in public services such as police and fire protection, sanitation, and education.



In addition, the decline in national economic activity would reduce state and local tax revenues by about \$80 billion in fiscal 1989.

The study is based upon the assumption that federal taxes would not be raised to balance the budget. The advocates of the balanced budget amendment have consistently called for spending cuts, rather than tax increases.

"In the absence of a national debate on its economic consequences, the balanced budget amendment has been picking up support at the state level. In fact, the nation may be on the verge of calling the first constitutional convention since 1787 to consider the proposed balanced budget amendment," McEntee concluded.

Thirty-two state legislatures have approved resolutions petitioning Congress to call a constitutional convention to consider the balanced budget amendment.

This total is only two states short of two-thirds — or 34 — of the states, required by the Constitution to convene a constitutional convention.

In 1982, the U.S. Senate passed the balanced budget amendment by the necessary two-thirds majority, but the measure failed to receive a two-thirds majority in a vote by the House of Representatives.

"So far the debate over the balanced budget amendment has been monopolized by its advocates. There hasn't been any sober assessment of what the amendment would do to the national economy. We commissioned Data Resources, Inc. to forecast the economic impact of the balanced budget amendment — and the forecast is frightening," said McEntee.

"Passage of the federal balanced budget amendment would have serious economic consequences: it would increase unemployment and lead to drastic cuts in vital programs like Social Security."

AFSCME International President Gerald W. McEntee

Rooting for the canal



BARGE CANAL LOCAL 502 PRESIDENT Frank Zammiello has taken on CSEA's effort to "Save the Barge Canal" as a personal campaign. In an attempt to gain support for additional funds and personnel to properly maintain the statewide waterway, Zammiello, a Utica resident, has brought his message before scores of public officials and concerned groups, including merchants', sportsmen's and fraternal associations. At left, during an hour-long interview on WTLB radio in Utica recently, he explained problems associated with the deterioration of the canal. Above, Zammiello points to a poster depicting the plight of the canal. Watching his demonstration at a luncheon held to promote the campaign are Bob O'Connor and Pearl Wilson, president and secretary, respectively, of the Brewerton Chamber of Commerce.

'EVERY DAY WAS FULL OF MIRACLES'

**Disabled athletes
leave deep impressions
with their courage
and their talents;
a thousand CSEAers
support the efforts**



CHERYL HURD, left, talks with CSEA member Carole Neidick-Ryder, right, and others at the 1984 International Games for the Disabled. "Talking with Cheryl was a lesson in courage," Neidick-Ryder says of the blind, world record holder in the 3,000-meter run and the 3,000-meter walk.

'THEY SET EXAMPLES FOR THE REST'

By Joel Bruinooge

CSEA Communications Associate

UNIONDALE — For nearly every day during the last half of June, Carole Neidich-Ryder worked 12 hours a day to help make the 1984 International Games for the Disabled possible. But instead of being tired, she says she's still flying high on the spirit of the games.

Nearly 1,000 Nassau County CSEA Local 830 members, like Neidich-Ryder, helped in a variety of ways to make the games happen. Neidich-Ryder helped staff the games' information center, while others built and maintained buildings, painted signs, raised tents, planted flowers and maintained the grounds at the Mitchell Field athletic complex where the games were conducted June 17-30.

Neidich-Ryder, a senior curator of life sciences for Nassau County's recreation and parks department, worked eight hours a day for the county at the information center and then volunteered four additional hours at night. Her husband, also a county curator, volunteered right along with his wife.

"Every day was full of miracles," she said. "You met athletes constantly who had overcome tremendous odds to compete on a level that most people couldn't hope to reach."

Neidich-Ryder met and became friends with a blind, 24-year-old athlete who needed a motel room for her mother. After a room was found, Neidich-Ryder discovered blind Cheryl Hurd held the world record in the 3,000 meter walk.

"Talking with Cheryl was a lesson in courage," said Neidich-Ryder.

The spirit was present, too, from an English athlete Neidich-Ryder aided. "An English athlete from the Port of Southampton brought a plaque honoring his hometown's namesake on Long Island," Neidich-Ryder said. "I got in touch with the Southampton supervisor and told him what the Englishman had in mind. The supervisor sent a car in to pick up the English athlete and take him to Southampton for the day. He presented his plaque, and the town treated him to a royal tour."

"The athletes set more than records in the games," she said, "they set examples for the rest."



TOM GARGIULO, president of the Nassau County recreation and parks department CSEA unit, stands behind CSEA/AFSCME sign as wheelchair race competitors flash by.

Another union-state workshop program is held to foster sense of harmony in problem solving

UTICA — More than 100 CSEA field staff members and management representatives from 22 state agencies recently gathered here for another in the series of three-day workshops on labor-management problem solving.

According to Sally Bouton, CSEA director of education and training, the recent program continued the series offered by the Committee on Work Environment and Productivity (CWEP) for combined labor and management representatives under the grant included in the current state contract.

The workshop theme concentrated on training for those dealing with grievances at step II.

"This workshop was specifically designed to give CSEA collective bargaining specialists and field representatives two solid days of in-depth discussion of the grievance procedure with management counterparts from every state agency," Bouton said.

"Both sides were offered the opportunity to analyze and discuss grievance problems and get an insight into the other side's approach," she added.

The opening day program included a general discussion of aids and impediments in labor-management process; problem-solving models; disciplinary grievance role playing; and exercises in problem solving.

Instructors from the Cornell University School of Industrial and Labor Relations served as moderators and carried the pace of interest into the second day with thorough discussion of such topics as "The Labor Management Meeting" and concluded with an overall evaluation of the workshop.

The consensus from both sides indicated the program provided new perspectives and sharpened skills for dealing with a variety of problems.

"The fact that we have met and discussed our mutual grievance problems at length has to be productive. If we have enhanced methods for improving the grievance procedure, and thereby can reduce by any measure the time spent handling grievances, the workshop can be considered worthwhile," a CSEA spokesman said.

MH WORKERS RECOGNIZED FOR SUPERIOR JOB PERFORMANCE

ALBANY — The New York State Office of Mental Health recently honored a number of employees representing psychiatric centers, research institutes, and regional offices throughout the state as well as the central office in Albany.

Selected by their peers for outstanding service in 1983, these individuals have demonstrated remarkable dedication, devotion, and loyalty in the performance of their mission of service to the mentally ill in New York state.

The variety of job titles held by the winners illustrates the broad range

of skills needed to provide comprehensive services for the mentally ill and to support these services administratively.

Included among the winners' job titles are: mental health therapy aide, nurse, stenographer, security hospital treatment assistant, chaplain, maintenance supervisor, stores clerk, mail and supply clerk, mental hygiene staff development specialist, chief safety and security officer, housekeeper, teacher, psychiatric social worker, audiovisual specialist, cook and occupational therapy assistant.

A list of winners, plus a brief statement on why they were chosen follows.

Binghamton Psychiatric Center

Rev. John Caswell, Jr. 24 years
Rev. Caswell has given dedicated service to both patients and employees of the facility. He is always available to listen and talk with patients no matter how often they approach him. He also has been active in establishing community links to improve community programs for the patients.

Capital District Psychiatric Center

Patricia Jason 3 years
As a nurse, Patricia has demonstrated extraordinary grace under pressure and has been most generous in giving extra time to her job, even when it interferes with her personal life.

Harlem Valley Psychiatric Center

Joseph Bauer 31 years
Joseph Bauer just recently retired from 31 years of state service. The award is a fitting tribute to his admirable record of outstanding service.

Bronx Psychiatric Center

Benito Bennicelli 20 years
As a maintenance supervisor, Benito has consistently displayed his extraordinary dedication to performing his duties conscientiously and efficiently. In 20 years of service, he has earned the lasting respect and affection of his co-workers.

Central Islip Psychiatric Center

Anne Dunphy 6 years
Anne, an LPN, displays great resourcefulness in her treatment of patients, gets along well with her co-workers, and retains good humor in the face of difficult times.

Hudson River Psychiatric Center

James Canada 27 years
As mental health therapy aide, James has consistently taken above-average interest in the patients with whom he works and has extended many extra kindnesses to them. His long service reflects his deep commitment to the patients.

Buffalo Psychiatric Center

Janet Burch 7 years
As a principal stenographer, Janet is highly motivated and extremely efficient. She plays a key role in processing the work of the clinical deputy's office. Her role in daily operations has become particularly significant since BPC has been without a permanent full-time deputy director for clinical services for the last two years. She is unusually dependable and technically skillful.

Central New York Psychiatric Center

Bonnie Klossner 7 years
As a security hospital treatment assistant, Bonnie was selected because of her respect for the dignity of the patients, her enthusiastic participation in numerous program activities, and her outstanding professionalism in her job.

Hutchings Psychiatric Center

Howard West 5 years
As a mental health therapy aide, Howard has consistently performed his duties well. He is very well liked by patients with whom he works and has won the admiration of his co-workers.



DAVID E. HOWELL, a MHTA at Creedmoor, was honored recently for his dedication and achievement on the job. Last winter, Howell walked 11 miles in a crippling snowstorm to get to work.

Creedmoor Psychiatric Center

David Howell 2 years
A mental health therapy aide, David's outstanding work performance and dedication make him an inspiration to all Creedmoor employees. In a crisis David responds quickly and accurately. During a snowstorm he walked 11 miles from his home to Creedmoor. He remained there, meeting the patients' needs until other staff were able to come in and relieve him.

Kings Park Psychiatric Center

Teresa Sauer 27 years
As a mental health therapy aide, Teresa has dedicated many years of her life to providing superior care to the mentally ill. In 27 years of service, she has been outstanding in the quality of her work and in her concern for her patients.

Elmira Psychiatric Center

Edward Gamer 10 years
As mental health therapy aide, Edward is an extremely dependable, responsible employee who performs exceptionally well in all tasks and consistently exceeds expectations. He has performed many difficult tasks in a competent manner and is an asset to the facility.

Kingsboro Psychiatric Center

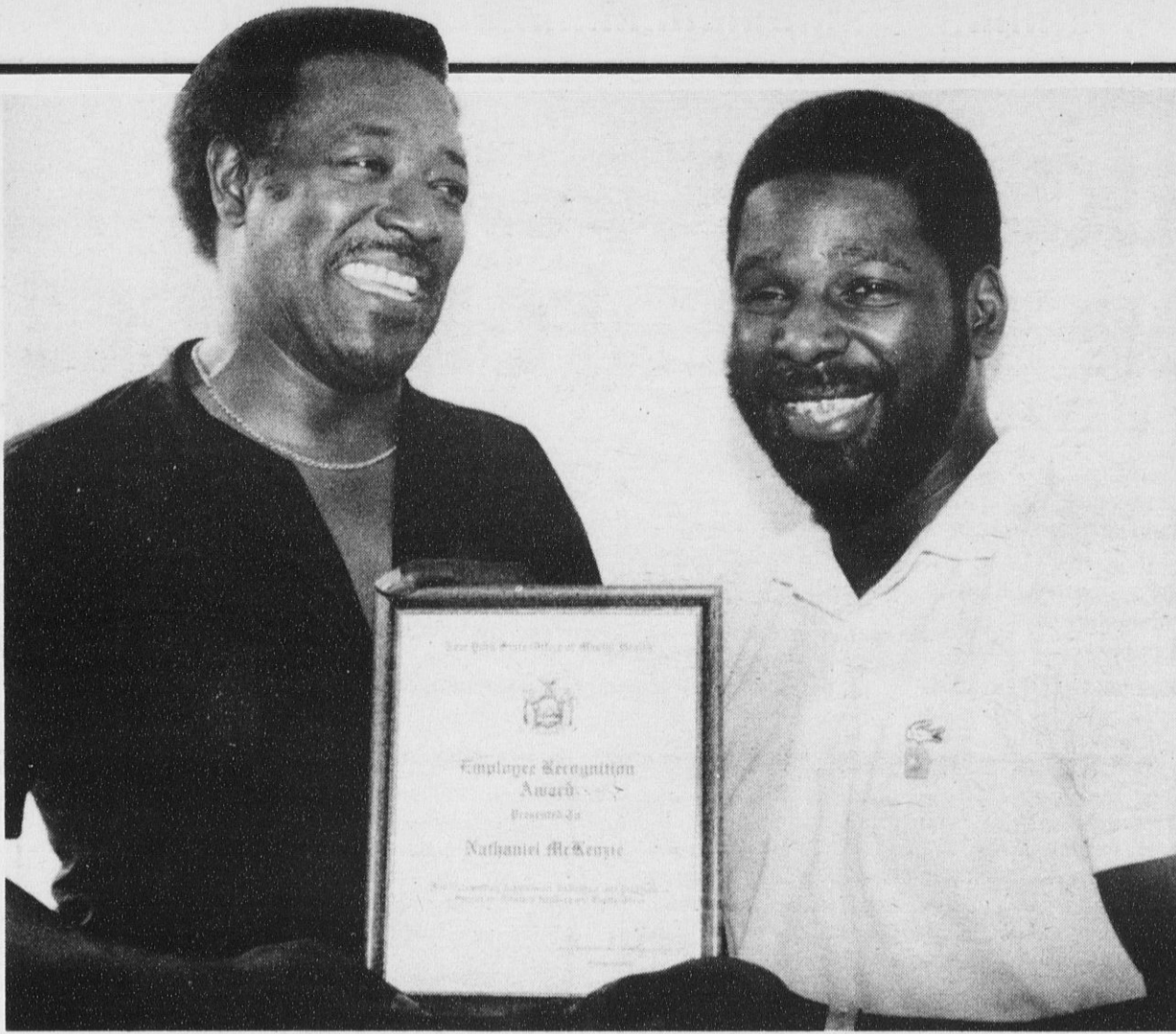
Nathaniel McKenzie 13 years
As a mental health therapy aide, Nathaniel is an extremely dependable, responsible employee who performs exceptionally well in all tasks assigned to him. He has shown resourcefulness as well as skill.

Gowanda Psychiatric Center

Daniel McGilvray, Jr. 21 years
In his 21 years as stores clerk, Daniel has proved to be an exemplar of dedication, dependability, and adaptability. He is very well liked and respected by his co-workers.

Manhattan Children's Psychiatric Center

Lou Ellen Scott 10 years
As a mental hygiene therapy assistant II, Lou Ellen's duties are performed on the highest level. Her concern for the welfare of the patients as well as her colleagues is always evident but especially in times of crisis or emergency situations. She is one of the best liked and most admired employees of this facility.



NATHANIEL MCKENZIE, right, a 13-year veteran of Kingsboro Psychiatric Center, was among those who recently were named mental health employees of the year. Says the MHTA: "Whether I'm dealing with clients or co-workers, I treat them the way I want to be treated." Pictured here with McKenzie and his award is Kingsboro Local President Bob Nurse.

Sagamore Children's Psychiatric Center
Francine Parrish 14 years
 As a mental health therapy aide, Francine has spent many years in direct patient care and has won the admiration and affection of patients and staff alike.

St. Lawrence Psychiatric Center
Virginia Dodds 9 years
 As a registered nurse, Virginia has contributed not only to the well-being of the patients but also to the overall cheerfulness of the environment for patients and fellow staff.

South Beach Psychiatric Center
Salvatore Pugliese 4 years
 Salvatore is an audio-visual specialist, and in addition to his busy work schedule, he frequently works evenings to show movies to patients and weekends to cover special community relations events. He has done much to enhance relations between South Beach Psychiatric Center and other providers in the community through his willing audio-visual assistance.

Utica Psychiatric Center
Vincent Palazza 34 years
 Vincent has volunteered his own time and his expertise as a chef for various patient festivities. Recently retired after 34 years of loyal, conscientious, and dedicated service, he will always be remembered as a gentleman with a jovial and pleasant manner.

Willard Psychiatric Center
Rosalie Grizenko 16 years
 As housekeeper, a post that seldom receives the attention it deserves, Rosalie has been outstandingly conscientious, and goes about her duties with consistent cheerfulness.

New York City Regional Office
Pearl Briscoe 15 years
 As a principal stenographer Pearl is known among her co-workers for her sincerity, dependability and devotion to the detailed work she must do. She performs above and beyond the call of duty, efficiently and with good humor.

Central Office
Alice Fox 16 years
 Serving her 16 years in the central office, she has been remarkable not only for her skills, but for her unflinching cheerfulness and for the help she has always given so readily to others.

Manhattan Psychiatric Center
Janie Brown 27 years
 As a mental hygiene therapy aide, Janie's performance over the years has been excellent, always above and beyond the required duties. She is not only reliable, dependable and consistent, but takes the initiative in doing those little extra things with and for patients which enhance the quality of their lives.

Pilgrim Psychiatric Center
Ronnie Gonzalez 9 years
 Ronnie, who began work at Pilgrim as a cleaner, has earned promotions over the years and is now head housekeeper. In addition to demonstrating supervisory skills, she has involved herself in other programs, especially in implementing the personalized care model.

Marcy Psychiatric Center
Frank Scanlon 25 years
 As mental hygiene therapy aide, Frank is concerned with the care and safety of the patients in his ward. He always gives the patient a good deal of praise, making the patient feel a sense of accomplishment. These are times when no one else can handle an upset patient. Frank intervenes with a firm but compassionate approach, and usually gets the patient to cooperate.

Queens Children's Psychiatric Center
Gloria Thomas 15 years
 Gloria, in her role as teacher, has given 15 years of excellent service to mentally ill children. In addition to her expertise in teaching she has contributed inspiration and hope the young people whom she guides.

Middletown Psychiatric Center
Marie Clouse 25 years
 Mental Hygiene Therapy Aide Marie has always striven to provide quality care and has dedicated many years to serving the mentally ill. She has endeared herself to patients and staff alike.

Rochester Psychiatric Center
Jean Grady 27 years
 An occupational therapy assistant II and an employee of 27 years, Jean has demonstrated great skill in her work techniques and even more important, has provided patients with the will to improve and hope for the future.

Mid-Hudson Psychiatric Center
Margaret Zettle 11 years
 A mental hygiene staff development specialist, Margaret, who completed her baccalaureate degree while in state service, has worked consistently to improve her skills and enlarge the contribution she makes to the well-being of patients.

Rockland Children's Psychiatric Center
James Tisdale 15 years
 A mental hygiene therapy aide, James exemplifies what an employee in a children's psychiatric center should be. He always puts the children first. He treats the children with respect and is sought out by the children for advice; he acts in a reassuring yet firm manner and is skilled in performing his job. He is a tower of strength, dependable and trustworthy.

New York State Psychiatric Institute
Willie Herriott 14 years
 As chief safety and security officer, Willie has performed his duties with notable attention to detail and consistency in level of performance. His supervising skills are well developed and he has earned the respect of staff.

Rockland Psychiatric Center
Sadie Parker 27 years
 A psychiatric social worker, Sadie has demonstrated her natural ability to relate and communicate with patients, staff and partners. Her ability serves her well in her present assignment with the Family Care Program where she provides social work services to 60 RPC patients living in Rockland County Family Care homes.

Orders issued on methane gas violations

SMITHTOWN — CSEA has forced the town of Smithtown to post Department of Labor violation and compliance orders relating to methane gas hazards at the Municipal Services Facility.

On May 24, 1984, DOL cited five violations which must be corrected if the town's MSF is to be opened. The DOL inspection followed a tragic methane gas explosion at Smithtown's landfill on May 4.

Citing Smithtown with violating section 27-a(3) of the Labor Law, DOL ordered the removal of all spark-producing equipment from the electrical room, sealing all cracks and openings in the wall and floor, providing exhaust ventilation and installing an automatic methane monitoring alarm system immediately. DOL also ordered Smithtown to replace all electrical fixtures with explosion-proof fixtures by July 10.

The town also failed to comply with a DOL order to provide drinking and washing water for the CSEA Local 852 members working at the facility.

The Department of Labor has yet to act on CSEA complaints of possible methane gas exposures at five other town facilities built on near old landfills. CSEA filed complaints on May 30, 1984, concerning Smithtown's Highway Department Headquarters, Highway Department Annex in Kings Park, Traffic Department, Senior Citizens Center and the Animal Shelter.

"The same type of explosion could occur at each of these facilities," warned William Maccaro, Sr., town of Smithtown bargaining unit president.

Another gas hazard site

SMITHTOWN — Explosive methane gas was found in Smithtown's Senior Citizens Center July 6. The center was cleared for the day. The town ordered that two large vents be installed in storage areas next to the auditorium.

CSEA filed a complaint about potential methane dangers at the center more than a month ago, because the center is one of five town facilities built on or near landfills. The New York state Department of Labor has failed to act on CSEA's complaint.



CELEBRATION — Cutting the cake in honor of EBF's fifth anniversary are, from left, CSEA President William L. McGowan, EBF Director of Operations Kathy Barnes, and EBF Executive Director Thomas P. Collins.

EBF's fifth year celebrated amid host of successes

ALBANY — The Employee Benefit Fund (EBF) recently marked its fifth anniversary of providing health care benefits to CSEA members in the state's Administrative, Institutional and Operational bargaining units and scores of other local government bargaining units.

The Fund provides coverage for dental and vision care as well as payment for prescriptions to well over 100,000 members and their families.

For a rundown of EBF's track record during the past year, see related story below.



EBF BUSINESS — At meeting prior to celebration are, from left: Collins, EBF director; Jim Moore, EBF trustee; Marge Karowe, EBF attorney; Irene Carr, trustee. Trustees not pictured are Joseph McDermott, Lou Mannellino and Elaine Mootry.

ALBANY — EBF last year scored an impressive record of accomplishment while maintaining a sound financial position, according to a recent study.

The fund administered \$34 million in benefits during the fiscal year which ended March 31. This translated into 1,186,360 prescriptions, 243,875 dental claims and 46,269 vision care vouchers.

A number of innovations also resulted in better benefits and greater economy.

For example, the mail order prescription program saved members \$57,884 in co-payments as well as monthly trips to the pharmacy. It's now easier and less expensive for members to obtain drugs needed day-to-day on a year-round basis because they can now order a six-month supply.

Requirements for second opinions on certain dental procedures spared patients the pain and anguish of unnecessary treatments and also reduced average dental claims from \$87 to \$75. And, the \$1,000 cap on dental

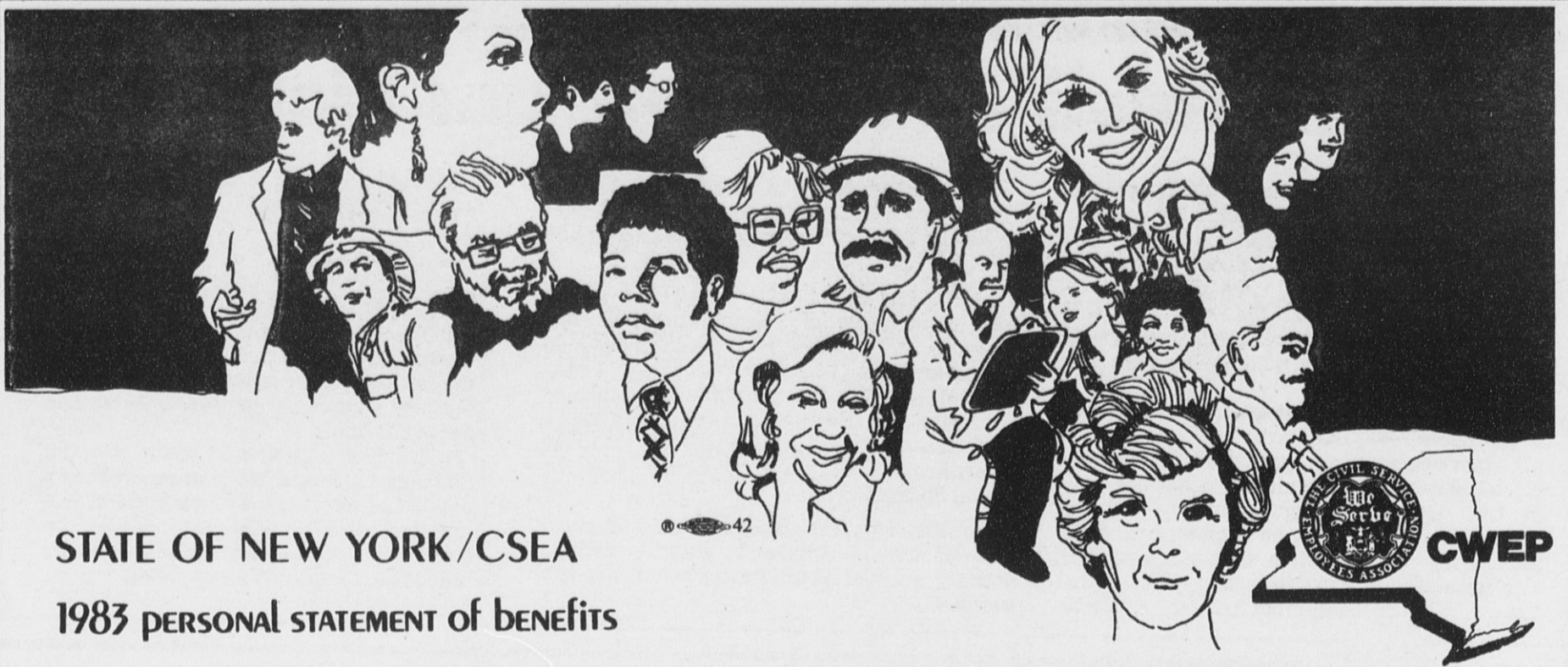
benefits (each calendar year for each member or dependent) affected only 1.3 percent of all users, but saved \$1.3 million. Previously, 1.5 percent of membership was utilizing 15 percent of the funds.

Another accomplishment was initiation of a new benefit — the Personal Legal Plan — for state employees in the Administrative, Institutional and Operational bargaining units. At the same time, the Vision Care Program was improved by the addition of 48 designer and metal frames to the EBF collection.

Thirty-five new bargaining units were added bringing membership to a record 120,000 public employees in 120 bargaining units.

At the same time, Westchester County ended its relationship with EBF despite an offer of enhanced benefits at an overall lower cost. The unit is presently requesting a refund from fees for administering the previous contract.

"Thirty-five new bargaining units were added bringing membership to a record 120,000 public employees in 120 bargaining units."



STATE OF NEW YORK/CSEA

1983 PERSONAL STATEMENT OF BENEFITS

State employees to receive update on benefits info

In mid-August, approximately 93,000 full-time, annual-salaried employees in the Administrative, Institutional, and Operational Services Units will receive personal computerized statements describing their employee benefits.

Sponsored by the joint state/CSEA Labor-Management Committee on the Work Environment and Productivity (CWEP), this service was begun last year to help employees better understand the employee benefit package and the security it provides. Overall response to the first distribution of statements was very positive.

The benefit statements, in understandable language and with a personalized approach, give information on health insurance, sickness and disability benefits, the formula for calculating the ordinary death benefit, estimates

of monthly retirement benefits at age 62, estimated Social Security benefits for disability, death and retirement and an estimate of the value of the state's contribution for these benefits in dollars and as a percent of base annual salary.

The statements will be sent to employees who were on the payroll on May 2 in fulltime, annual-salaried positions. Parttimers and those who work on a seasonal, hourly or per diem basis, and those on leave at half pay will not receive statements because of the variations in the extent of and eligibility for benefits for this group.

The statements are being produced through a contract with Benefacts, Inc. of Baltimore, Maryland.

Longtime Gowanda work location dispute resolved

By Ron Wofford

CSEA Communications Associate

GOWANDA — A potentially far-reaching agreement regarding work location assignments has been reached at the Gowanda Psychiatric Center.

When CSEA Local 408 President Joseph Hageman and GPC Administrative Director Jesse McElvene signed a "work location proposal for direct care staff," a long-simmering dispute began to cool off.

"We felt all along that the initial ward an employee is assigned to should be the area where his primary job duties are carried out," said Hageman. "But management was assigning people all over to fill vacancies created by absences on other wards and units, and our members were quite unhappy with being shuffled around."

Hageman and Local 408 Vice President Wayne Jones said the practice of unscheduled reassignments was disruptive to continuity in staff-client relationships, as well as passday and vacation scheduling, and job posting.

The new joint agreement, which was also signed by Field Representative Michael Painter, defines work location as being two adjacent wards, except for the forensic and transitional living units.

The new agreement's definition of work location will be used for passday and vacation scheduling and posting of vacancies. Scheduling will be done first by individual ward and then by the work location (two wards) to assure adequate coverage.

Job applicants will be advised of their primary task and assignment location.

The year-long dispute saw several labor-management meetings adjourn without satisfactory resolution of the problem.

The local officers voiced their appreciation of assistance by Region VI President Robert L. Lattimer and CSEA Collective Bargaining Specialist James Cooney. OMH and GOER officials also contributed.

While the negotiated agreement "is not everything we were after," Hageman related, "it is the best we could get under the circumstances, and we can live with it."

Hageman and Jones also feel the drawn-out dispute shows their fellow members, "we must stick together on these issues and show the state that we are unified and will act as one."



AGREEMENT REACHED — Gowanda Psychiatric Center Administrative Director Jesse McElvene, seated left, and Local 408 President Joseph Hageman, seated right, sign agreement ending work location dispute at the facility. Standing are GPC Personnel Director Barbara Nellist and Local 408 Vice President Wayne Jones.

CSEA SCORES TIER III VICTORY

Unreturned contributions, reduced death benefits unconstitutional

ALBANY — CSEA has succeeded in getting the courts to restore benefits to the Tier III retirement system which the state Legislature took away last year, and with this victory, has set a precedent that protects all retirement benefits for public employees.

In a unanimous decision the Court of Appeals, New York's highest court, ruled that the Legislature and governor acted un-

'The court has said that pension benefits have a constitutional protection. This thwarts the state's scheme of having retirement benefits expire every two years.'

—CSEA Attorney James Roemer

stitutionally when they made the changes in Tier III.

"This is a big victory for CSEA members," said CSEA President William L. McGowan. "I've gotten more mail about Tier III than any other issue. We said the changes were unfair and unconstitutional and vowed to fight them. We have won that fight."

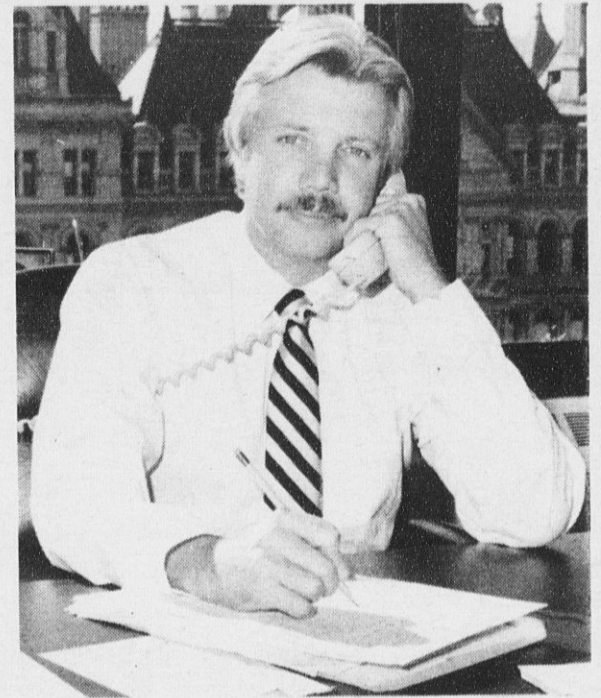
CSEA's lawsuit involved two changes made in

Tier III that went into effect Sept. 1, 1983. The first allowed the retirement system to keep the contributions of workers who leave public employment before being vested until the worker turned 62 or died. Four thousand workers have been denied the return of their contributions since the change took place. The court agreed with CSEA that the contributions should be returned immediately.

The other change diminished the death benefit for the families of deceased Tier III workers. The court also agreed with CSEA's position that the reduction in the death benefit was unconstitutional.

The impact of the reduced death benefit can be seen in the example of the family of Robert Taft, a Tier III employee who died Sept. 3, 1983. Because he died three days after the change went into effect, his pension death benefit was calculated at \$11,999, approximately \$38,000 less than if he had died a few days earlier. The courts decision means that the full death benefit is restored.

"As important as the restoration of benefits is, this victory goes far beyond that," said CSEA Chief Counsel James Roemer. "The court has said that pension benefits have a constitutional protection. This thwarts the state's scheme of having retirement benefits expire every two years. Without this decision a worker could put 25 years into a retirement system only to have some future governor and legislature do away



JAMES ROEMER

with it entirely. Now those benefits are clearly protected."

Roemer made CSEA's arguments before the Court of Appeals on June 5.

The court's ruling applies only to employees hired before Sept. 1, 1983.

Organizer
Richard Blair

Former air traffic controller gets a high from CSEA job

By Anita Manley
CSEA Communications Associate

FISHKILL — For Richard Blair, an organizer in Southern Region III, working for CSEA is a new lease on life.

"I get a lot of satisfaction organizing for CSEA," says Blair, who is a former member of PATCO, the Professional Air Traffic Controllers Organization, which President Reagan succeeded in busting by firing controllers who were on strike.

"After what I have been through, I feel CSEA is helping me to get a message across and helping its members to get the salaries, working conditions and benefits they deserve."

It is now three years since the renowned PATCO strike, but Blair says the bitterness, anger and hurt from that time remain like a bad taste, for himself as well as for many of the 11,000 workers who dedicated themselves to their jobs as air traffic controllers.

He remembers how these 11,000 spent years training for a job that demanded their undivided attention. One man's mistake could mean the death of hundreds.

He remembers the co-workers who succumbed to the stress — the ones who "burned out" before they were 40 years old and the ones who turned to alcohol and drugs.



'After what I have been through, I feel CSEA is helping me to get a message across and helping its members to get the salaries, working conditions and benefits they deserve.'

—Richard Blair

He recalls the birth in 1967 of the union, born of the frustration of his co-workers and out of desperation for better pay and working conditions.

Most of all, he remembers August 3, 1981, the day the strike was called. Contract negotiations between PATCO and the Federal Aviation Administration were not going well. Negotiators for PATCO threatened to strike.

President Ronald Reagan had promised the air controllers better working conditions during his campaign for the presidency. In a letter to Robert Poli, then-president of PATCO, Reagan said he had been briefed by members of his staff on "the deplorable state of our nation's air traffic control system . . . too few people working unreasonable hours with obsolete equipment has placed the nation's air travellers in unwarranted danger. You can rest assured that if I am elected president, I will take whatever steps are necessary to provide our air traffic controllers with the most modern equipment available and to adjust staff levels and work days so that they are commensurate with achieving a maximum degree of public safety."

It was not to be. The man who embraced Polish Solidarity would not back his own air traffic controllers. The man who once stated that it is a "worker's inalienable right to strike" threatened to fire the air traffic controllers if they did not return to work. This promise he kept.

Blair recalls with bitterness the news reports and the photographs of his co-workers arrested and shackled for persisting in their strike efforts, as well as reports of marital stress, divorce, alcoholism and even suicide among some of his colleagues.

He talks about Reagan's recruitment of new, inexperienced air traffic controllers. To this day, he says, there are problems, and he cites the tragic airplane crash into the icy Potomac River last year.

Meanwhile a new union has been formed, but Blair admits, one with little influence. Most of the air traffic controllers who went on strike are now in new jobs and new careers.

Grateful for his second chance at a new career with CSEA, Blair a staunch Mondale supporter, says he often wonders how Reagan sleeps nights.

Just before Christmas of 1981, Blair's son, Richard, wrote a letter to Reagan. "Dear Mr. President," it read, "I love my Dad. Please let him go back to work."

Reagan never acknowledged the letter and continues to ignore the needy in this country, says Blair. "I don't want a man like that sitting in the White House."